

Marlon A. Smith
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EDUCATION

- April 2016** **Doctor of Philosophy in Interdisciplinary Studies**
Humanities and Culture Major
Specialization in Martin Luther King Studies
Union Institute & University, Cincinnati, Ohio
- Dec. 1999** **Master of Theological Studies**
Specialization: Baptist Studies, Contemporary Theology
Brite School of Divinity, Texas Christian University, Fort Worth, Texas
- Dec. 1994** **Bachelor of Arts in Journalism**
Concentration in Public Relations, Minor in African American Studies
School of Communications, University of Houston, Houston, Texas

TEACHING/INSTRUCTIONAL BACKGROUND

- 2018-Present University of Houston, Houston, Texas
Lecturer, African American Studies
- 2019-Present Union Institute & University, Cincinnati, Ohio
Graduate Faculty, Philosophy and Social Ethics of Religion
- 2014-2017 Lonestar College, Houston, Texas
Adjunct Professor, First Year Student Success
- 2002 – 2005 Fort Worth Independent School District, Fort Worth, Texas
Long-term Bilingual Substitute Teacher

EXECUTIVE SUMMARY

Operations and Administration

- Twenty years of experience enhancing organizational success through leadership, program development, research, training, community outreach, capacity building, advocacy, and strategic planning.
- Managed the development of policies and initiatives in response to changing organizational needs and community assessments.
- Advised organizations, public agencies and community boards on organizational development, program planning, best practices, event management and policy interpretation and collateral consequences.

- Directed project assessment, long-term planning, and fiscal management to organization and outreach programs.
- Developed and coordinated fund raising programs and initiatives.
- Established comprehensive public relations and marketing strategy for volunteer recruitment and retention.
- Developed and designed publications, graduation events, and marketing and publicity items.

Community Development

- Developed community coalitions and corporate/government partnerships to address issues of prisoner recidivism, poverty, education, fair housing, career placement and job training.
- Counseled clients about personal, academic, and career goals, plus facilitated community referrals for additional client services.
- Supervised statewide ex-offender reentry program that maintained a 12 percent recidivism rate among program graduates.
- Increased college acceptance and enrollment of program members by over 75 percent in 4 years.
- Developed client, community volunteer and mentor program
- Coordinated career training and employment certification programs.
- Served on local, state, and national committees to address social and restorative justice issues.
- Managed a statewide reentry budget to include reentry administration center, events, community programs, training initiatives and staff development.

Curriculum, Instruction and Program Design

- Assessed new and current curricula and research on criminal justice reform and prisoner reentry initiatives.
- Developed and implemented reentry curricular and programs integrating audio/visual, critical thinking, and teacher assessment tools.
- Served as supervisor for statewide reentry staff, volunteers, interns, and trained mentors

PUBLICATIONS:

Books:

Reshaping Beloved Community: The Experiences of Black Male Felons and Their Impact on Black Radical Traditions. (Lanham: Lexington Books, December 2018).

Black Lives Houston: Voices of our Generations (2018, BakerRipley Publication)

CHAPTERS, ARTICLES AND DISSERTATION REVIEWS:

Articles:

“It’s time for Black women to stop capping a white feminist agenda,” *The Grio*, 8 October 2018, Opinion.

“Community and climate go hand-in-hand,” *The Houston Chronicle*, 20 January 2019, Opinion.

Dissertations:

Bradbury, Douglas *Quantum Reconciliation: Consideration of Martin Luther King Jr. 's Notion of Mutuality*, Union Institute & University, 2017, Dean's Review

Williams, Alfred *Dimensions of Divine Presence in Ancient Egypt as Viewed Through African Thought*, Union Institute & University, 2018, Dean's Review

SELECTED CONFERENCE PRESENTATIONS

- 17 Jan 2019 Panelist, "Criminal Justice Reform Symposium," Texas Southern University Urban Research and Resource Center, School of Public Affairs, Houston, Texas
- 16 Sept 2018 Radio Guest, "Botham Jean Shooting ," Darryl Denard Show
- 4 Dec 2017 Panelist, "Millennial Dialogue: A Criminal Justice Forum," University of Houston, Science Engineering Building, Houston, Texas
- 27 Oct 2017 Keynote Speaker, "TEDish Talk Student Forum Organizing for Change," University of Houston-Downtown, School of Public Service Auditorium
- 30 Oct 2016 Panelist, "Politicking While Black: A Conversation on Race, Accountability, and the Presidential Election," The Shrine of the Black Madonna Cultural Center, Houston, Texas
- 10 Dec 2016 Moderator, "Examining High Performing Schools For African American Youth," Houston Community College, SE Campus, Houston, Texas
- 10 Nov. 2016 Keynote Speaker, "Engaging Police Violence and African American Communities," Texas Southern University, University Student Center, Houston, Texas
- 4 Nov 2016 Presenter, "Insurrectionist Ethics" Philosophy Born of Struggle Conference," Texas A & M University, College Station, Texas
- 25 Oct 2016 Panelist, "Bail, Jail and Injunction Panel Forum," Thurgood Marshall School of Law, Texas Southern University, Houston, Texas
- 28 Sept 2016 Keynote Speaker, "Redefining Scholarship: The Work of the Scholar-Activist in the Era of Mass Incarceration," Brown Bag Lecture Series, Department of the Administration of Justice, Texas Southern University, Houston, Texas
- 27 Sept 2016 Panelist, "Involved Citizens of Houston Community Forum," University of Houston Agnes Arnold Hall, Houston Texas
- 24 Sept 2016 Keynote Speaker, "Midterm Residency Social Justice Speaker, Union Institute & University, Cincinnati, OH.

- 19 July 2016 Panelist, "Avenues to Justice, Reconciliation, Peace and Love Community Town Hall Meeting," Wheeler Avenue Baptist Church, Houston, Texas
- 18 Feb 2016 Panelist, "From Slavery to Mass Incarceration: Discussing Black Prisoners/Ex-prisoners' Place in the Black Freedom Narrative," University of Houston-Downtown, Robertson Auditorium, Houston, Texas
- 6 Nov 2015 Panelist, "Prison Prophets," Philosophy Born of Struggle Conference, University of Connecticut, African American Cultural Center, Storrs, Connecticut
- 28 Octo 2015 Moderator, "Black Lives Matter Forum," Thurgood Marshall School of Law Library and Robert J. Terry Library, Texas Southern University, Thurgood Marshall School of Law, Houston, Texas
- 4 Aug. 2015 Moderator, "#WhathappenedtoSandraBland Community Forum," Earl Carl Institute and Black Greeks Speak Social Justice and Human Rights Council, Texas Southern University, The Barbara Jordan-Mickey Leland School of Public Affairs McCoy Auditorium, Houston, Texas
- 9 July 2014 Keynote Speaker, "Martin Luther King Capstone Presentation," Union Institute and University, METS Center, Erlanger, Kentucky
- 21 June 2014 Panelist, "Road to Majority Conference," Faith and Freedom Coalition, Omni Shoreham Hotel, Washington, D.C.
- 14 May 2014 Panelist, "Restorative Justice Houston Conference," College of Biblical Studies, Houston, Texas
- 19 Oct 2013 Panelist, "Right on Crime," Council for National Policy, Ritz-Carlton Hotel, New Orleans, Louisiana
- 6 Jan 2013 Keynote Speaker, "Where Do We Go from Here: Inserting the Voices of Felons Into Civil Rights and Social Justice Discourse," Union Institute and University, Kingsgate Marriott Hotel, Cincinnati, Ohio
- 10 Nov 2012 Moderator, "Defining Manhood: Coming from Behind Prison Walls," InnerChange Freedom Initiative 2012 Catch the Spirit Community Forum, InnerChange Freedom Initiative, Houston, Texas
- 14 Aug 2011 Plenary Speaker, "Overcoming the Fear Factor: A look into the Lives of Felons," Houston Ministers Against Crime, The Fellowship of the Outer Court, Houston, Texas
- 30 Jan 2011 Moderator, "The New Jim Crow: A Community Redress to Michelle Alexander," 2011 Catch the Spirit Community Forum. Trinity East United Methodist Church, Houston, Texas

10 Sept 2010 Plenary Speaker, "Redefining Reentry: Five Steps to Successful Reentry," 2009 Prison Fellowship Ministry Annual Field Staff Conference, Holiday Inn Hotel, Kansas City, KS

28 June 2010 Plenary Speaker, "Changing Faces: The Changing Demographics of Ex-Offenders," Prison Fellowship Ministry 2010 Texas Out4Life Conference, Doubletree Airport Hotel, San Antonio, Texas

TEACHING EXPERIENCE

2018-Present Lecturer

University of Houston, African American Studies Department, Houston, Texas

- Teach online course in the introduction of African American Studies for diverse population of students.
- Develop and present material for research and theory in the area of African American Studies
- Research and teach factors that inform African American Studies, particularly as it relates to incarceration and education studies.
- Develop theoretical models for conferences.
- Provide assessment instruments (e.g., learning inventories) to help students identify their own strengths and weaknesses as strategic learners.
- Create education tools that will allow students to integrate and apply the learning skills discussed across their own academic programs and become effective and efficient learners.
- Assists students in developing skills that will enable them to draw from the theoretical models they have learned in class.
- Develop and design new courses that will expand African American Studies Dept course offerings.

2019- Present Graduate Faculty

Union Institute & University, Cincinnati, Ohio

- Teach online distance learning doctoral courses in the area of Interdisciplinary Studies
- Develop online platform through CampusWeb system that includes exams, discussion boards, and video material.
- Develop presentations for university residencies and midterm conferences
- Review dissertation proposals and serve on dissertation committees

2014-2017 Adjunct Professor

Lone Star College, Houston, Texas

- Teach learning framework for first year learning experience students.
- Develop and present material for research and theory in the psychology of learning, cognition, and motivation.
- Research and teach factors that impact learning and application of learning strategies.
- Develop theoretical models of strategic learning, cognition, and motivation which will serve as the conceptual basis for the introduction of college-level student academic strategies.

- Provide assessment instruments (e.g., learning inventories) to help students identify their own strengths and weaknesses as strategic learners.
- Create education tools that will allow students to integrate and apply the learning skills discussed across their own academic programs and become effective and efficient learners.
- Assists students in developing skills that will enable them to draw from the theoretical models they have learned in class.

2002 – 2005 Long-term Bilingual Substitute Teacher,

Fort Worth Independent School District, Fort Worth, Texas

- Ensured success of district testing and assessment exams for students.
- Developed bilingual lesson plans for students.
- Coordinated student learning activities and evaluation metrics.

ADDITIONAL WORK HISTORY

July 2018-Present Founder and Principal

Marlon A Smith Enterprise, LLC

Provide subject matter expertise and contract services to nonprofit, philanthropic, and intermediary organizations in need of strategy design expertise, community outreach and engagement services, and program planning and evaluation leadership. Sample clients include:

Houston Endowment, Houston, Texas *July 2020- Present, Independent Consultant*

- Support the design and execution of HEI’s \$25MM community grantmaking process.
- Support vice-president of programs (VPP) and program team to develop criteria for identifying and assessing racial equity grantees included in HEI’s \$25MM commitment to racial equity grantmaking
- Advise on the process of engaging partners that are new to the Foundation
- Support the team to co-create learning goals for the grant dollars
- Provide general thought-partnership.
- Support the development of communication about the grants.
- Develop community engagement plan for grant recipients
- Develop plan to engage broader community beyond early action grants, including process mapping, logic model, communications strategies, accountability metrics
- Finalize detailed implementation plan for the effort

Justice Center at The Council for State Governments, New York City, New York *October 2019-January 2020 Independent Contractor*

- Restructured, facilitated, and advised CSG’s staff in the transition of Department of Justice Grantees for its Community Reentry Division and the National Reentry Resource Center website.
- Developed state responses and communication strategies for national and state reentry programs.
- Drafted policy analysis briefings on issues impacting reentry at local and state level.
- Researched and analyzed data and trends on issues that influence incarceration, reentry, and recidivism

Working Partners, Houston, Texas *November 2018-Present Chief Consultant*

- Serve as the Chief Consultant on projects related to racial equity and inclusion for a Houston-based strategy and evaluation consulting firm created to address a critical need in the non-profit

community in the region. Most recently I oversaw the research and evaluation of health disparities in HIV and AIDS awareness in boys and young men of color.

2016-2019 Senior Manager, Policy and Engagement

Baker Ripley (formerly Neighborhood Centers, Inc.), Houston, Texas

- Develop and manage intellectual exchanges with partners and stakeholders that allows for investment in community development and growth in communities of color in Houston and surrounding counties.
- Development and monitor strategic plan that extends institutional investment across all divisions of agency to include agency Charter Schools and early education, community-based initiatives, public service solutions and workforce solutions, and seniors.
- Oversee program design and evaluation for department programs and initiatives.
- Write and edit agency publications to include books, blogs, articles, and reports that inform stakeholders on agency priorities, initiatives, and projects
- Research, prepare and distribute summaries of policy and engagement project milestones and deliverables.
- Identify and implement communication strategies for relevant projects and initiatives for community constituents.
- Partner with organizational teams to establish and report on strategic metrics and executive projects.
- Represent the office of the CEO in meetings, workshops, and conferences.

2007 – 2014 Texas ReEntry Manager

Prison Fellowship Ministries--The InnerChange Freedom Initiative, Houston, Texas

- Developed and managed a donor-funded, 365-bed pre-release prisoner re-entry program.
- Manage day-to-day operations of Houston Reentry Center.
- Supervised staff, office volunteers, and reentry volunteers and mentors.
- Served as subject matter expert for Prison Fellowship Ministry on criminal justice and prisoner reentry.
- Liaised with leadership in higher education; local, state, and national public sector agencies; private sector partners; and funding organizations.
- Developed conferences and training projects, as well as courses in critical thinking, conflict management, and GED prep courses.

2006 – 2007 Associate Pastor of Missions and Evangelism

New Faith Church, Houston, Texas

- Researched and developed outreach and network programs to meet the needs of diverse community population.
- Created strategic outreach plans that united church leaders, city and government officials, and school administrators for the purpose of assessing and addressing future community needs.
- Developed and coordinated neighborhood outreach events for the purpose of providing economic, social, and community resources.
- Developed, planned and trained members for foreign outreach mission projects that included India, Peru, Jamaica, and Africa.

2002 – 2005 Minister of Outreach/Director of CIC Institute of Biblical Studies

New Bethel Church, Fort Worth, Texas

- Directed the Certificate of Theology Program in conjunction with the Interdenominational Theological Center of Atlanta, Georgia.
- Maintained and reviewed accreditation status for certificate program.
- Solicited and reviewed certification instructors and classes.
- Created all training and organizational material for ministry leaders and staff. Developed and coordinated Camp Joshua before and after school care program for children's grades K-5.
- Managed and reconciled all revenue and expenditures for workshops, seminars, school programs and special events activities.
- Recruited, trained and evaluated all faculty, staff, and volunteers for outreach and education programs.

2001 – 2002 Program Director for United Nations Advocacy,

General Board of Church and Society, New York City, New York

- Directed and coordinated GBCS UN efforts in relationship with United Nations offices, United Nations Non-governmental Organizations, and Permanent Missions of United Nations Member States for the communication of and advocacy for the General Boards positions on international issues and concerns.

1999 – 2001 Coordinator of Continuing Education

Southern Methodist University, Perkins School of Theology, Dallas, Texas

- Supervised all program design teams, volunteers and staff workers, and sub-committee groups for special events planning and implementation.
- Coordinated Perkins continuing education certification courses and curricular. Lead continuing education curriculum team.
- Coordinated registration, student database, and attendance rosters.
- Developed communication between university and community organizations to ensure success of university programming.

1998 – 1999 Government and Public Relations Assistant,

Cash America International, Fort Worth, Texas

- Developed database to include community leaders and government officials.
- Created press packets, publication materials, and special events to meet organization's goals and objectives.
- Coordinate organizations community outreach and sponsorship initiatives.
- Maintain office supply budget.

1996 – 1998 Community Relations Coordinator

Barnes and Noble Bookstores, Arlington, Texas

- Developed stores monthly events calendar to include book signings, community literacy programs, and special events.
- Develop community partnerships with local businesses, schools, city officials, and community leaders.

- Create press releases and address media inquiry for special events and community programs.
- Maintain community relations budget.

1995 – 1996 Account Executive,

XDS-Xerox Corporate Agency, Fort Worth, Texas

- Develop sales and finance proposals for area sales district.
- Maintain product and sales relationship with current Xerox customers.
- Train new and existing customers on current Xerox technology.
- Provide customer service to new and existing customers.
- Coordinate area sales and training meetings for account sales teams.

LEADERSHIP ENGAGEMENT

2014-Present Founder and CEO

Black Greeks Speak Social Justice and Human Rights Council, Houston, Texas

- Supports operations and administration of Board by advising and informing Board members, interfacing between Board and staff, and supporting Board's evaluation of chief executive.
- Oversees design, marketing, promotion, delivery and quality of programs, products and services.
- Recommends yearly budget for Board approval and prudently manage organization's resources within those budget guidelines according to current laws and regulations.
- Effectively manages the human resources of the organization according to authorized personnel policies and procedures that fully conform to current laws and regulations.
- Assures the organization and its mission, programs, products and services are consistently presented in strong, positive image to relevant stakeholders.
- Oversees fundraising planning and implementation, including identifying resource requirements, researching funding sources, establishing strategies to approach funders, submitting proposals and administrating fundraising records and documentation.
- Oversee the production of web content, blogs, and quarterly magazine.

PROFESSIONAL ACTIVITIES AND SERVICE

- Committee Member, Houston Mayor's Re-entry Summit Planning Committee (2014-present)
- Creator and Host, Black Greeks Speak, MJWJ Global Talk Radio (2013-2015)
- Public Policy and Advocacy Internship, Justice Fellowship, (June 2013-December 2013)
- Founder and Board Member, The Fellowship of the Outer Court (2011-2015)
- Event Coordinator, Houston Reentry Coalition (2008-2014)

PROFESSIONAL MEMBERS, AFFILIATIONS, and HONORARIES

- Fellow Cohort I, Encore Public Voices Fellowship (2018-present)
- Fellow Cohort XLIII, American Leadership Forum Houston/Gulf Coast Chapter (2017-present)

- Member, Kappa Alpha Psi Fraternity, Inc. (1991-present)
- Executive Board Member, Houston My Brothers' Keeper (2016-Present)
- Member, American Correctional Association (2007-2014)
- Member, National Association of Black Journalists (1994-1998)