

Stevara Haley Clark, EdD, MSW

School of Social Work, Virginia Commonwealth University (VCU)
1000 Floyd Avenue, Richmond, VA 23284-2027
clarksh3@vcu.edu | [@StevaraClark](#) | (804) 828-0732

EDUCATION

Ed.D. Virginia Commonwealth University, School of Education
Doctor of Education in Educational Leadership, 2021
Capstone Dissertation: *The Effectiveness of the Virginia Network for Women: A Mixed Methods Study*

M.S.W. Virginia Commonwealth University, School of Social Work
Master of Social Work, 2010
Concentration: Social Work Administration, Planning and Policy Practice

B.S.W. Virginia Commonwealth University, School of Social Work
Bachelor of Social Work, 2009

ACADEMIC APPOINTMENTS

Current Position

Director of Online Education, School of Social Work, VCU
7/2021 - present

- Manages online course development process and academic integrity/assessment.
- Actively supports and provides academic training and information for recruitment efforts, including marketing and enrollment plans.

- Develop and teach courses in the online programs
- Use available university and OPM work platforms and student information systems for program management and administration
- Provide oversight for the term preparation of all online program courses
- Oversee the implementation of SSW online options across programs, certificates, and etc.
- Ensure accuracy of all publicly disseminated information about online offerings in the SSW
- Provide the program directors with data and other materials related to online learning to assist with budgeting, annual reports, other program reports required by the university, the OPM, or other oversight bodies
- Collaborate with program directors to develop and manage course scheduling, section enrollment, and address student enrollment issues as needed by the program director or associate dean for academic and student affairs.
- Collaborate with the program directors to identify course leads, adjunct faculty, and teaching assistants assigned to the online programs
- Collaborate with the Learning Spaces Specialist to ensure appropriate training and support of full-time faculty and adjunct faculty.
- Collaborate as necessary with the Office of Student Success as needed in recruitment activities
- Ensure online student needs are accounted for during new student orientation sessions in collaboration with the office of student success.
- Serve as liaison between SSW and Online@VCU, OPMs, and vendors.
- Ensure branding consistency amongst all online program offerings and certificates
- Oversee strategic planning and forecasting in regard to online delivery modalities.
- Ensure online programs are in compliance with university, accrediting bodies, and state and federal regulations.

Previous Positions

Assistant Director, Online M.S.W. Program, School of Social Work, VCU

8/2020 – 7/2020

Online M.S.W. Program Coordinator, School of Social Work, VCU

4/2019 – 8/2020

- Developed and taught courses in the Online M.S.W. Program
- Oversaw the implementation of the online option (as part of the M.S.W. curriculum) across generalist and specialization years, including all certificate options
- Collaborated with the Office of Field Education to oversee online field related issues
- Ensured that faculty who teach in the online option are familiar with online instruction, academic policies and degree requirements related to the MSW program and have the requisite skills in online teaching
- Ensured accuracy of all publicly disseminated information about the M.S.W. program online option
- Provided material to M.S.W. program director for annual assessment activities
- Collaborated with faculty course leads to propose revisions to online curriculum, course policies, and degree requirements as indicated by changes in accreditation standards and program and student assessment findings
- Provided the M.S.W. program director with data and other materials to assist with budgeting, annual reports, and other program reports required
- Monitored budget expenditures in collaboration with the school's finance office
- Collaborated with the M.S.W. program director to develop and manage course scheduling, section enrollment, and address student enrollment issues as needed by the program director or Associate Dean for Academic and Student Affairs.
- Hired adjunct faculty and teaching assistants assigned to the Online M.S.W. Program

- Collaborated as necessary with the Office of Student Success as needed in recruitment activities
- Planned and implemented new student orientation sessions in collaboration with the Office of Student Success.

Assistant Professor in Teaching, School of Social Work, VCU

4/ 2016 - present

- Served as a liaison between the School of Social Work, community agencies, and students in the Distance Education M.S.W. program
- Facilitated individualized learning for students appropriate to their level of development and the competencies of their curricular level
- Evaluated student development and mastery of the competencies through review of written assignments and verbal presentation of learning throughout the practicum
- Mediated between field instructors and students when problems in the supervisory relationship arise
- Created remedial action plans when student performance problems arise
- Recruited new field agencies and maintain field department database
- Planned and facilitated ongoing trainings for field instructors and students

PUBLICATIONS

2. **Clark, S. H.** & Remmers, C. E. (2019). Comprehensive training for field liaisons: A necessity for evaluating student performance. *Field Educator*, 9(1). <http://fielddeducator.simmons.edu/article/comprehensive-training-for-field-liaisons-a-necessity-for-evaluating-student-performance/>
1. **Clark, S. H.**, Gupta, L.A., Secret, M. & Baskind, F.R. (2019). Achieving field education competence through an integrative syllabus: Bringing the field to class. *Field Educator*, 9(1). <http://fielddeducator.simmons.edu/article/>

REFEREED PRESENTATIONS

14. **Clark, S. H.**, Baskind, F. R. & Hartwell, C. A. (2021, April). Lessons learned: Engaging in curriculum redesign with an instructional design firm. Workshop presented to Distance Educators at the 7th Annual Social Work Distance Education Conference: San Antonio, TX. Virtual Conference
13. **Clark, S.H.** & Samuels, K. M. (2021, April). State licensure and regulatory considerations in online social work programs. Workshop presented to Distance Educators at the 6th Annual Social Work Distance Education Conference: San Antonio, TX. *Virtual Conference due to COVID-19
12. Cage, J., **Clark, S.H.**, Pitts, B.E.* (accepted). "They're comfortable disrespecting us": Utilizing a case study of Black student experiences to outline opportunities for research on social work education. Workshop Presentation at the 25th Annual Conference of the Society for Social Work and Research (SSWR). Virtual Conference.
11. **Clark, S.H.**, Harrington, J.D. & Mahone, R.L. (2020, March). 2020 vision for increasing Black women leaders in higher education. Workshop presented at the 2020 William and Mary and Virginia Commonwealth University Research Symposium, Educational Collaboration in the New Decade: Williamsburg, VA. *Conference postponed due to COVID-19
10. **Clark, S.H.**, Harrington, J.D. & Mahone, R.L. (2020, February). Leading as a Black woman: Considerations for leadership diversity in higher education. Research Roundtable presented at the Graduate Student Research Roundtable at the William & Mary Higher Education Convening and 50th Anniversary: Williamsburg, VA.

9. **Johnson, S.C.**, Fraser, D.V. & Miller, J. (2019, October). From needs assessment to implementation: Developing an integrative field seminar. Workshop presented to Social Worker and Social Work Educators at the 65th Annual Program Meeting hosted by the Council on Social Work Education: Denver, CO.
8. Baskind, F.R., Gupta, L.A., & **Johnson, S.C.** (2019, November). Migrating face-to-face competency-based courses to an online format: Experiences working with an online program manager provider. Workshop presented at Online Learning Consortium Accelerate Conference: Orlando, FL.
7. **Johnson, S.C.** & Yearwood, C.C. (2019, April). Racial identity and social justice: How instructors personal awareness impacts learning. Workshop presented to Distance Educators at the 5th Annual Social Work Distance Education Conference: San Antonio, TX.
6. Remmers, C.E, **Johnson, S.C.** & Carpenter, J.A. (2019, April). Effectively trained field liaisons: The key to an enriching field education program. Workshop presented to Distance Educators at the 5th Annual Social Work Distance Education Conference: San Antonio, TX.
5. **Johnson, S.C.**, Secret, M.C., Gupta, L.A. & Baskind, F.R. (2018, November). Integrating the Field and Classroom in Distance Education: Bringing the Syllabus Alive. Workshop presented to Social Worker and Social Work Educators at the 64th Annual Program Meeting hosted by the Council on Social Work Education: Orlando, FL.
4. **Johnson, S.C.**, Votapek, J., and Brandt, M. (2018, April). Dual Roles and Conflicts: Violation of Code of Ethics? Workshop presented to Distance Educators at the 4th Annual Social Work Distance Education Conference: San Antonio, TX.

3. Sienkiewicz, M., Brandt, M., Votapek, J., & **Johnson, S.C.** (2017, April). Hindsight is 20/20: What We Wish We Had Known. Workshop presented to Distance Educators at the 3rd Annual Social Work Distance Education Conference: San Antonio, TX.
2. **Johnson, S.C.**, Burton-Everette, S., Pittman, C.E. & Severo, K. M. (2016, March). A Holistic Advising Model: Fostering Student Success through Recruitment, Retention, and Release. Workshop presented to Academic Advisors at the National Academic Advising Association (NACADA) Region 2 Conference: Hyattsville, MD.
1. **Johnson, S.C.** (2015, September). Want to Hangout?: Using Google+ Hangouts to Engage Non-Traditional Transfer Students. Workshop presented to Academic Advisors at the Annual Virginia Drive-In Advising Conference: Norfolk, VA.

INVITED/NON-REFEREED PRESENTATIONS/TALKS

8. Joy, E. (Host). (2021, October 11). *Intersectional identities and mapping the mentorship you need w/Dr. Stevara Clark* [Audio podcast episode]. GradSchool Soul Collective Podcast.
<https://gradschool-soul-collective.simplecast.com/episodes/intersectional-identities-and-mapping-the-mentorship-you-need-w-dr-stevara-clark>
7. **Clark, S.H.** (2021, April). When duties increase and the salary doesn't: An advocacy perspective. Panel presented at the 2nd Annual Sisters in Higher Education (S.I.H.E.) Virtual Symposium.
6. **Clark, S.H.** (2020, November). From surviving to thriving: Prioritizing racial equity to support field education students. Presentation to the Social Work Distance Education Field Consortium at the 66th Annual Program Meeting

hosted by the Council on Social Work Education: Virtual Presentation due to COVID-19.

5. **Johnson, S.C.** (2018, November). The future of social work and modern communication: Technology and field education. Panel presented to Social Workers at the Virginia Society for Clinical Social Work Annual Statewide Symposium: Charlottesville, VA.
4. **Johnson, S.C.** (2013, February). What is social work?: Earning a BSW at VCU. Presentation to VCU Alumni Association Richmond Promise Program: Richmond, VA.
3. **Haley-Clark, S.L.** (2011, July). Don't post that: A guide to social networking etiquette. Workshop presented to conference attendees for Project LIFE: Richmond, VA.
2. **Haley-Clark, S.L.** (2011, June). Strategic sharing and community engagement. Workshop presented to Independent Living Social Workers partnering with Project LIFE: Virginia Beach, VA.
1. **Haley-Clark, S.L.** (2011, March). Advocacy and you: Inspiring and motivating change. Workshop presented to conference attendees for Project LIFE: Richmond, VA

COURSES TAUGHT

VCU School of Social Work

- SLWK 791: Topical Seminar: Ethical Considerations for Curating your Digital Social Work Identity (3 credits) (Spring 2021)
- SLWK 791: Topical Seminar: Technology Applications and Social Work Practice (3 credits) (Spring 2020)
- SLWK 603: Social Work and Social Justice (3 credits) (Fall 2019 – present)

- SLWK 612: Advanced-Standing Field Instruction (3 credits) (Summer 2016 – Summer 2017)
- SLWK 693: Foundation Field Instruction I (3 credits) (Fall 2016- Spring 2019)
- SLWK 694: Foundation Field Instruction II (3 credits) (Summer 2016 - Spring 2019)
- SLWK 695: Block Foundation Field Instruction (6 credits) (Summer 2016 - Spring 2019)
- SLWK 793: Concentration Field Instruction I (3 credits) (Summer 2016 - Spring 2019)
- SLWK 794: Concentration Field Instruction II (3 credits) (Summer 2016 - Spring 2019)
- SLWK 795: Concentration Block Field Instruction (6 credits) (Summer 2016 - Spring 2019)
- SLWK 796: Concentration Field Instruction DE I (2 credits) (Fall 2016 - Spring 2019)
- SLWK 797: Concentration Field Instruction DE II (2 credits) (Spring 2017 - Spring 2019)
- SLWK 798: Concentration Field Instruction DE III (2 credits) (Summer 2016 - Spring 2019)
- SLWK 499: Senior Seminar (1 credit) (Spring 2016 – Spring 2017)
- SLWK 393: Junior Field Instruction (3 credits) (Summer 2016)

VCU School of Education

- EDLP 708: Leadership Presence (3 credits) (Summer 2021)

COURSES DEVELOPED

VCU School of Social Work

- SLWK 311: Social Work and Oppressed Groups (Fall 2021)
- SLWK 603: Power, Privilege, and Oppression (formerly Social Work and Social Justice (3 credits) (Summer 2019)

Rutgers School of Social Work

- 910:220 Introduction to Social Work & Social Justice (3 credits) (Spring 2021)
- 910:332 Professional Development Seminar (3 credits) (Spring 2021)

DOCTORAL STUDENT DISSERTATION OVERSIGHT

- Lucy Hudson, Daniel Lindstrom, Monal Patel, and Rosa Ponton, Virginia Community College System's (VCCS) Online Success Tool: Towards a Sustainable Design, Development, and Implementation. Role: Committee Member, 2021 - 2022

SERVICE TO THE VCU SCHOOL OF SOCIAL WORK

- Chair, Search Committee for "Assistant Dean for Student Affairs and Inclusive Excellence" position (Apr. 2017 – present)
- Member, Search Committee for "Human Resources Manager" position (Apr. 2022)
- Co-Chair, Academic Programs Committee (Sept. 2021 - present); Member (Apr. 2016 - present)
- Member, Search Committee for "Instructor/Assistant Professor" position (Sept. 2021 - present)
- Member, Search Committee for "MSW Program Administrative Coordinator" position (Sept. 2021 - Oct. 2021)
- Member, Racial and Social Justice Curriculum Workgroup (Nov. 2020 – May 2021)
- Member, Search Committee for "Director of Field Education" position (Jul. 2020 – Sept. 2020)
- Member, SSW Dean's Cabinet (Jul. 2015 – Apr. 2016; Mar. 2020 - present)
- Member, MSW Policy Standardization Task Force (Feb. 2020 – present)
- Course Sequence Coordinator, SLWK 603: Social Work and Social Justice (Aug. 2019 – present)

- Member, Search Committee for “Associate Dean for Academic and Student Affairs” position (Aug. 2019 – Dec. 2019)
- Member, Search Committee for “Development Specialist” position (Oct. 2018 – Jan. 2019)
- Faculty Advisor, Association of Black Social Workers at VCU Student Chapter (Aug. 2017 – May 2019)
- Co-Chair, Search Committee for “Faculty Field Liaison” position (Jan. 2018 – Jun. 2018)
- Chair, Search Committee for “Field Education Coordinator” position (Aug. 2017 – Dec. 2017)
- Office of Field Education Field Manual Revision Work Group (Mar. 2017 – May 2017)
- Office of Field Education Field Model Restructuring Work Group (Jan. 2017 – Apr. 2017)
- Member, Office of Student Success Scholarship Review Committee (Sept. 2016 – Dec. 2018)
- Member, Faculty Senate (Jun. 2019 - May 2021)
- Alternate Member, Faculty Senate (Aug. 2016 – May 2019)
- Member, Search Committee for “Student Success Advisor” position (May 2016 – Jul. 2016 and Apr. 2017 – Jul. 2017)
- Member, M.S.W. Program Committee (Apr. 2016 – present)
- Co-Chair, School of Social Work Staff Council (Jul. 2015 –Apr. 2016)
- Student Organization Advisor for B.S.W. Student Association (Jun. 2015 – Apr. 2016)
- Invited Member, Academic Programs Committee (Aug. 2014 – Apr. 2016)
- Invited Member, B.S.W. Program Committee (Aug. 2014 – Apr. 2016)
- Vice President/President-Elect, School of Social Work Staff Council (Jul. 2014 –Jul. 2015)
- Treasurer, School of Social Work Staff Council (Jul. 2013 –Jun. 2014)
- Field Instructor (Jun. 2010 – Aug. 2010; Aug. 2017 – May 2019)

SERVICE TO VIRGINIA COMMONWEALTH UNIVERSITY

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- Member, Marketing Online Credentials Workgroup (Feb. 2022 - present)
 - Member, Online Strategy Task Force (Oct. 2021 - present)
 - Member, Council of Members (Aug. 2021 - present)
 - Member, 2021 PACME Selection Committee (Mar. 2021)
 - Member, Search Committee for "Instructional Designer" position with Online@VCU (Oct. 2018 – Mar. 2019)
 - Faculty Mentor, Multicultural Connection Advisement Program (Aug. 2017 – May 2018)
 - Member, Sanction Review Board, Office of Student Conduct and Academic Integrity (Aug. 2015 – present)
 - Member, Technology Committee for UAAB (Aug. 2015 – Apr. 2016)
 - Member, Pre-Health Advisory Committee, Strategic Enrollment Management - Academic Advising (Mar. 2015 – Apr. 2016)
 - Member, Student Conduct Appeal Board, Office of Student Conduct and Academic Integrity (Oct. 2014 –present)
 - Member, Fulbright Review Panel, National Scholarship Office (Aug. 2014 – present)
 - Member, Undergraduate Academic Advising Board (UAAB) (Jan. 2013 – Apr. 2016)
 - Advisor, Advising Retention Project, Provost's Office (Oct. 2013 – Dec. 2013)

SERVICE TO THE PROFESSION

Conference Abstract Reviewer

- Council on Social Work Education, Annual Program Meeting,
 - 2021, Higher Education/Nonprofit Leadership Track
 - 2021, Technology in Social Work Education and Practice Track
 - 2019, Field Education Track
- Online Learning Consortium
 - 2022, Innovate, Leadership and Advocacy Track

Book Club Facilitation

- Clark, S.H. & Dawson, B. A. (2020). Digital book group facilitator. *Teaching Social Work with Digital Technology*.

Twitter Chat Hosting

- Clark, S.H. (2020, May 6). Ensuring equity in the online classroom. *Social Work Coalition for Anti-Racist Educators*. #SWCAREsChat

Professional Committees

- Inaugural Technology Chair, Social Work Distance Education Field Consortium (Oct. 2016 – Apr. 2020)
- Member, National Association of Black Social Workers (2017 – present)
- Member, National Association of Black Social Workers, Richmond Chapter (2017 – present)
- Member, Social Work Distance Education Field Consortium (2016 – present)
- Member, Council on Social Work Education (2016 – present)

UNPUBLISHED REPORTS

- Laursen, E. K., & Haley-Clark, S. L. (2010). Report on Charterhouse School's summer program for youth with Asperger's syndrome. Richmond: Unpublished.

OTHER AFFILIATIONS

- Member, Kappa Delta Pi Honor Society Mu Lambda Chapter (2018)
- Member, National Academic Advising Association (2013 - 2016)
- Member, Phi Alpha Honor Society Nu Rho Chapter (2010)

PROFESSIONAL CONSULTANT EXPERIENCE

Dec. 2020 – Jul. 2021

Anti-Racist Educational/Instructional Design Consultant

Rutgers University, School of Social Work, New Brunswick, NJ

- Provide assistance and guidance with the implementation of the *Introduction of Metacognition to Promote Equity and Anti-Racist Pedagogy in the Online Classroom* grant addressing two online courses that were chosen to initiate the infusion of an anti-racism foundation and metacognitive approach to learning and assessment.
- Provide consulting services with the intent to provide a content review of two established BASW courses so they demonstrate a systematic infusion of an anti-racist approach
- Review the two established BASW courses regarding content, delivery, and assessment as it relates to anti-racist and anti-oppressive information

PAST EMPLOYMENT

May 2021 – present

Adjunct Instructor

VCU School of Education, Department of Educational Leadership, Richmond, VA

- Teach courses with content focused on leadership presence.
- Review and improve syllabi
- Understand students' needs by developing engaging lesson plans

Jan. 2013 – Apr. 2016

Student Success Advisor

VCU School of Social Work, Office of Student Success, Richmond, VA

- Evaluated and proactively address student strengths and challenges

related to professional development as a social worker (academic, administrative, personal)

- Worked with VCU Transfer Center to develop a process for applying articulation agreement degrees to VCU transcript
- Organized and facilitated Preview Day for newly accepted students.
- Referred students to appropriate academic and non-academic resources services at the school and university
- Advised, assisted, and monitored current students, individually and in groups in academic areas such as navigating school and university general policies and procedures, time management, study strategies, degree requirements, educational policies, educational plans, course selection, internship requirements, transfer information, and post-graduation options
- Advised and assisted current students individually and in groups in areas related to social integration such as residential life, community engagement opportunities, and strategies for school/work/life balance.
- Supported the Director of Student Success in the coordination and implementation of advising services.
- Maintained current and accurate documentation of advising communication and information
- Communicated student advising issues and updates appropriately with relevant faculty, program directors, and administrators
- Assisted in recruitment (such as informational sessions, open houses, grad fairs), new and continuing student orientation, course registration, and engagement efforts via social media and in-person related to prospective and recently admitted B.S.W. students and current B.S.W. students to ensure an engaging and productive transition into their program and college experience

Aug. 2012 – Dec. 2012

Teacher Counselor

United Methodist Family Services, Charterhouse School, Richmond, VA

- Planned and instructed social skills and independent living skills lessons to

students with intellectual disabilities.

- Planned lessons and taught core subjects in the absence of the classroom teacher.
- Collaborated in the designing of students' individualized education plans.
- Reported on students' individualized education plan goal progress.
- Supported students in crisis and maintained the safety of other students.
- Collaborated and partnered with parents, faculty, and behavior specialists to ensure the students' academic, emotional, and behavioral success.

Apr. 2012 – Nov. 2012

Instructional Designer

Austin and Associates, LLC, Richmond, VA

- Designed and developed instructional material for customer training courses that support company technical products.
- Demonstrated and utilized effective needs analysis, project management, course development, and evaluation skills.
- Independently developed entry and advanced level courses for both internal and external audiences.

May 2010 – Aug. 2012

Training Support Specialist

United Methodist Family Services, Richmond, VA

- Supported and developed curriculum to ensure the effective communication of complex topics clearly and effectively, in written, verbal or trainings formats.
- Developed content and provide assistance with organizing, promoting, coordinating, and conducting conferences and regional meetings.
- Provided technical assistance, design of educational products, and training for the Agency.
- Evaluated curriculum and training programs for effectiveness, interpret data to create or revise programs.

- Maintained updates for the Charterhouse School, Project LIFE, and Learning Institute website (internally and externally).
- Scheduled, coordinated, and oversaw events planning on the Richmond campus.

Jan. 2009 – May 2009

In-Home Clinician

Alternative Counseling Group, LLC, Chester, VA

- Developed rapport with the family and effective initiation of home-based services along with effective case management.
- Maintained required confidentiality regarding client case materials in compliance with IFCS and HIPAA standards.
- Provisioned a holistic assessment of needs and practical suggestions for change and application.

INDEPENDENT LIVING CONFERENCES ORGANIZED

-
- Prepare today, lead tomorrow: Unleashing our potential. October 2012: Blacksburg, VA. *Topics: Generosity and Service Learning*
 - Prepare today, lead tomorrow. March 2012: Virginia Beach: VA. *Topics: Leadership and Independent Living Skills*
 - Our voice, our time: Virginia Youth Advisory Council Conference. July 2011: Front Royal, VA. *Topics: Legislative Advocacy and Leadership*
 - Transforming: Making it through the system. March 2011: Richmond, VA. *Topics: Permanency, Networking and Independent Living Skills*

PROFESSIONAL ACCOMPLISHMENTS

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- Developed workshop content and provide assistance with organizing, promoting, coordinating and conducting conferences and regional meetings
 - Provided technical assistance and guidance for the creation of the

Project LIFE website

- Evaluated curriculum and training programs for effectiveness
- Prepared and facilitated training on independent living and social skills for youth
- Created a project plan to develop and deliver desktop curriculum for desktop applications and services
- Developed a youth advocacy program with 20 core members
- Prepared youth to strategically share their experiences Statewide Best Practices Courts Conference
- Revised and revamped New Student Orientation overviews and advising for undergraduate social work students
- Provided supervision and guidance of student course registration needs to ensure students were properly enrolled in accordance with School and university policies and guidelines
- Provided advising, academic overviews, and tracking for potential transfer undergraduate social work students

AWARDS, FELLOWSHIPS, AND HONORS

- Learning Spaces Teaching Fellowship, VCU School of Social Work (Aug. 2020 - May 2021)
- Faculty Awardee, [VCU Presidential Awards for Community Multicultural Enrichment \(PACME\)](#) (Apr. 2020)
- Faculty Awardee, "[Black History in the Making](#)" (Feb. 2019)
- Inductee, Kappa Delta Pi International Honor Society, Mu Lambda Chapter (2018)
- Employee of the Month for United Methodist Family Services (Jun. 2011)
- Inductee, Phi Alpha Honor Society Nu Rho Chapter (2010)
- Service Award, VCU School of Social Work (2010)
- Rita Schleuter Memorial Scholarship, VCU School of Social Work (2008 - 2009)
- Endowment Scholarship Dinner Guest Speaker, VCU (2008)