

MARK A. HICKS

Angus MacLean Professor of Religious Education
and

Director, Fahs Collaborative Laboratory for Leaders in Faith and Learning
Meadville Lombard Theological School, Chicago
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Education

Ed.D., Teachers College, Columbia University, Philosophy and Education
M.A., Teachers College, Columbia University, Higher and Adult Education
B.A., Oklahoma City University, Liberal Arts/Communication

Academic and Work Experience

2009-present	Angus MacLean Professor of Religious Education & Director, Fahs Collaborative Laboratory for Leaders in Faith & Learning Meadville Lombard Theological School, Chicago, Illinois
2005-2009	Associate Professor of Educational Transformation Initiatives in Educational Transformation College of Education and Human Development, George Mason University, Arlington, Virginia Libra Scholar [Visiting University Professor] (Fall 2004) University of Southern Maine, Portland, Maine
1998 - 2005	Assistant Professor of Educational Transformation Initiatives in Educational Transformation, Arlington Campus, College of Education and Human Development George Mason University, Arlington, Virginia
1996-1998	Andrew Mellon Research Fellow Mellon Foundation, Princeton, New Jersey
1993-1996	Assistant Dean, Columbia College Columbia University, New York, New York
1988-1991	Associate Director of Admission Rice University, Houston, Texas
1983-1988	Assistant Director of Admission Trinity University, San Antonio, Texas

Teaching, Curricular Innovation and Leadership

Institutional Leadership

Meadville Lombard Theological School, Chicago, Illinois (2009-present)

- Revitalized and launched the Fahs Collaborative Laboratory for Leaders in Faith and Learning
- Co-creating pedagogical strategies supporting the new model for ministerial formation;
- Integrating the “scholarship of teaching and learning” into the work of faith and human development;
- Conducting seminal research and developing a new theoretical framework for faith development for People of Color in Predominately White Religious Communities;
- Creating next generation of teaching strategies to educate privileged learners engaged in social justice advocacy;
- Identified and incorporated technological tools to improve teaching and deepen the experience of the Meadville Learning Community.

George Mason University, Arlington Virginia (1996- 2009)

Initiatives in Educational Transformation (IET)

- Acting Director; supervised support staff; moderator for faculty meetings, professional development, intellectual leadership; liaison to CEHD leadership; liaison to non-university entities.;
- Co-created a professional development curriculum designed to deepen and expand teachers’ sense of role and accountability to students and families;
- Co-created a series of aesthetic curricular units that raise teacher consciousness around issues of race, class, ethnicity, gender, body image, sexual orientation, developmental capacity and other forms of human diversity;
- Empowered teachers to connect with their sense of self-authority, imagination and creativity;

Columbia University, New York City (1992-1996)

Assistant Dean, Columbia College

- Co-created the residential college [house] system for undergraduate liberal arts students, including serving as Dean of McBain-River House for 300 students.
- Responsible for the re-design of the educational curriculum for resident advisers in undergraduate houses; 1993-1996.

National Teaching and Curriculum Leadership (partial)

Hicks, M.A. (2012). *Beloved Conversations: Building Capacity for Difficult Conversations*. An eight-unit, experiential curriculum designed to surface and explore how the construct of race/ethnicity shapes congregational life. Fahs Collaborative Classroom: Chicago.

Hicks, M.A. (2011). *Unitarian Universalist Ministry for Earth (2011)*. Selected to design and test a pilot curriculum that prepares UU congregations to engage the spiritual and social justice dimensions of environmental justice. UUA: Boston.

Hicks, M.A. (2010). *Building the World We Dream About*. Selected by the Association to design and develop its first curriculum to develop multi-racial/multicultural congregations.

Hicks, M.A. & Shere, C. (1999). *National Association of College Admission Counseling*. Designed and piloted a graduate seminar/curriculum to transform the paradigm of how admission officers approach the recruitment and selection of underrepresented students; 1999-2002.

State and Regional Curriculum Leadership

Oklahoma Department of Health and Human Services. Designed and presented keynotes and weekend courses that encouraged human service workers re-think their paradigm around delivery of services to minority elders throughout the state of Oklahoma; 2001-2002.

D.C. Voice. Developed an action-research course for this progressive, grass-roots professional development non-profit program for District of Columbia teachers. Using the Smithsonian's Museum of African Art as a base, helped District of Columbia teachers begin to see possibilities for how to transform their paradigm of teaching and learning practices; 2002-2003.

Institute for Intercultural Communication. With L. Lee Knepelkamp, designed an intensive, holistic course for multicultural workers attempting to fuse multicultural theory and practice; 1994-1996.

The Riverside Church in the City of New York. Facilitated the development of small-group courses to meet the spiritual needs of a justice-oriented, multi-denominational, multi-cultural Protestant cathedral; Co-Chair, 65th Anniversary of The Riverside Church; 1993-2000.

Honors and Awards

- Award: Unitarian Universalist Association of Congregations to write its first national curriculum to build multi-racial/multicultural UU congregations; 2006
- Award: "Research That Stands the Test of Time," 50th Anniversary Issue, The Journal of College Admission; Fall 2005
- Martin Luther King, Jr. Guestship, Elmhurst College, Chicago, Illinois; February 2005

Dr. Mark A. Hicks

- John B. Muir Editor's Award, 2004. National Association for College Admission Counseling for the "most significant contribution to the *Journal of College Counseling*"
- Endowed Visiting Professorship – Libra Scholar – University of Southern Maine; Fall 2004
- Finalist: University Teaching Excellence Award, George Mason University; 2004
- Researcher for the winning entry; Professional/Scholarly Publishing Division Annual Awards Competition for Sociology and Anthropology for the text, *Stand and Prosper* (Princeton University Press); 2001
- Andrew Mellon Research Fellow, Teachers College, Columbia University; 1995-1997
- Outstanding Associate, Jones College, Rice University; 1989, 1990
- Edward K. Gaylord Scholar [full scholarship], Oklahoma City University; 1979-1983

Invited Professional Lectures & Presentations, 2008-2013

Hicks, M.A. (2013). *Dancing on the Edge of Meaning: Religious Leadership for a Multi-Racial, Multicultural and Theologically Diverse World*. UU Ministers Association Center for Excellence in Ministry. St. Petersburg, FL.

Hicks, M.A. (2012). *Going Deeper in Race and the Economy*. Seminary for a Day. First Unitarian Church. Portland, OR.

Hicks, M.A. (2012). Keynote: *Leaning as an Act of Liberation*. Collegium: An Association for Liberal Religious Education Studies. Chicago, Illinois.

Hicks, M.A. (2012). *Beloved Conversations: Transforming Church Culture on Race & Ethnicity*. Unitarian Universalist General Assembly. Phoenix, Arizona.

Hicks, M.A. (2012). *Getting Unstuck: New Directions in Cross-Cultural Partnerships*. Unitarian Universalist General Assembly. Phoenix, Arizona.

Hicks, M.A. (2012). Building the World We Dream About: The Workshop. Unitarian Universalist General Assembly. Phoenix, Arizona.

Hicks, M. (2011). Fahs Lecture. *Toward a Religious Education for People of Color*. Unitarian Universalist General Assembly. Charlotte, North Carolina.

Hicks, M. & Forsyth-Vail, G. (2011). Theology in Practice for a Multicultural World. Unitarian Universalist General Assembly. Charlotte, North Carolina.

Hicks, M, Johnson, H., Pawelek, J. (2011). *Anti-Racism, Anti-Oppression, Multiculturalism Training for Newly Elected Leaders within the UUA*. Unitarian Universalist General Assembly. Charlotte, North Carolina.

Hicks, M. (2011). *Anti-Racist, Multicultural Leadership*. Unitarian Universalist Ministers Association, Executive Board. Kansas City, Missouri.

Dr. Mark A. Hicks

Hicks, M. & Sparr, P. (2011). *Putting Justice into Environmentalism*. Unitarian Universalist Ministry for Earth, Executive Board. Boston, Massachusetts.

Hicks, M. (2010). Keynote: *In Love and In Trouble: Negotiating Multicultural Religious Landscapes*. New York Metro District UU Anti-Racism Conclave. New York, NY.

Hicks, M. (2010). Keynote: *Experience the Vision: 2010 Arthur Judy Lecture*. Prairie Star District Annual Meeting. Davenport, Iowa.

Hogue, M. & Hicks, M. (2010). Keynote: *The Changing Nature of Ministerial Formation*. Central Midwest UU Ministers Association; Palatine, IL

Hicks, M. (2010). *Building the World We Dream About*.

- Florida Anti-Racist Task Force; Boca Raton, Florida;
- Growing Racial and Cultural Equity, Davenport, Iowa;
- Mid-South Congregational Leadership Conclave, Huntsville, Alabama

Hicks, M. (2010). Keynote: *Educating the Emerging Souls*. Chesapeake UU Ministers Association; Bethesda, Maryland;

Hicks, M. (2010). Workshop: *Building a Sacred Community Covenant*. Retreat for UU Professionals of Color; San Francisco, CA

Hicks, M. (2010). *Rigorous Love Inherent in Religious Education*. Meadville Lombard Theological School; Chicago, Illinois

Hicks, M. (2010). *Becoming our future selves*. Unitarian Universalist Church of Arlington; Arlington, Virginia.

Hicks, M. (2009). Keynote: *Changing Nature of Ministerial Formation*. Prairie Star UU Ministers Association; Minneapolis, Minnesota.

Hicks, M. (2009). Workshop: *Standing on the Side of Love*. Prairie Star UU Ministers Association; Minneapolis, Minnesota.

Hicks, M. & Jones, N.P. (2009). *Rhythm, pitch, and timbre: The elements of multicultural competence for Musicians*. UU Musicians Network Annual Meeting; Portland, Oregon.

Hicks, M. (2009). Keynote: *Toward inclusive excellence*. Now is the Time Conference for Multi-racial, Multicultural Congregations. UUA; Tulsa, Oklahoma.

Hicks, M. (2008). *Making Room for Deep Change: Mechanics of Transforming Conceptions of Economics & Justice*. World Council of Churches Conference on Economics and Justice. Nashville, Tennessee.

Hicks, M. (2008). Keynote: *Identity Matters*. Mid-Atlantic Conference on International Baccalaureate Diploma. Annandale, Virginia.

Research, Scholarship & Curriculum Development

Solicited, Referred Publications

Hicks, M. Generett, G.G. (2011). Barriers to transformation: Collaboration for justice within mixed educational communities. Handbook of Research on the Social Foundations of Education (Steve Tozer, et al., Eds). Routledge: New York.

Hicks, M. (2010). The Pedagogical Artistry of Shifting Paradigms. In A People So Bold, (J. Millspauch, Ed.). Skinner House: Boston.

Hicks, M., Berger, J.G., Generett, G.G. (2005). From hope to action: Creating spaces to sustain transformative habits of mind and heart. *Journal of Transformative Education*.

Referred Publications

Hicks, M, Smith, D.R., Winton, S, and Wood (2008). SEEDs of Promise: Transformative Learning Communities for Diverse Schools. *Multicultural Perspectives*, (10)1 30-34.

Hicks, M. (2005). Lessons from rental cars: The struggle to create communities of reflection. *Educational Studies*, 38 (2). Special issue: The problem of colorblindness in US education: Historical trajectories and contemporary legacies.

Generett, G.G. & Hicks, M. (2004). Beyond reflective competency: Teaching for audacious hope-in-action. *The Journal of Transformative Education*, 2(3).

Samaras, A., Hicks, M., & Berger, J. (2003). Self-study through personal history. In J. Longhran, M.L. Hamilton, V.K. LaBoskey & T. Russell's (Eds.) The international handbook of self study of teaching and teacher education practices. New York: Kluwer.

Hicks, M. (2003). Missiles or music: Rethinking dichotomies of school funding. Proceedings of The Philosophy of Education Society, 2003.

Hicks, M., & Shere, C. (2003). Toward reflective admissions work: Making the case for a transformative approach to admission practice. *The Journal of College Admission*, 178.

Hicks, M. & Shere, C. (2003). NACAC. Problems into possibilities: Fordham University explores new directions for thought and practice. *The Journal of College Admission*, 179.

Wood, D. & Hicks, M. (2002). Loosening the bonds of conventionalism: Problems and possibilities of a transformative pedagogy. *Teacher Development*, 6 (1).

Dr. Mark A. Hicks

- Hicks, M. & Givens, G. (2002). Is there life after transformation? The struggle to remain hopeful in oppressive contexts. Dogwood Conference on Educational Policy. Atlanta: Emory University.
- Hicks, M. (2001). Culture Clash: Teacher and student identities and the procession toward freedom. In H. Sockett, E.K. DeMulder, P. LePage and D.Wood (Eds.), Transforming Teacher Education: Lessons in Professional Development. Bergin and Garvey: New York.
- Hicks, M. & Marin, P. (1998). Diversity as a tool to promote cultural understanding and tolerance. Conference: Hopwood, Bakke, and Beyond. Proceedings of the American of Association of Collegiate Registrars and Admission Officers Policy Summit.
- Person, D. & Hicks, M. (1996). Historically Black colleges since Brown v. Board of Education: A review of issues and literature. Teachers College, Columbia University: New York, Department of Higher and Adult Education.

Curriculum Development

- Hicks, M. (2013). *Sankofa: A Spiritual Journey Back Home*. All Souls Church, Unitarian. Washington, D.C.
- Hicks, M. (2012). *Naming Our Home: Exploring Our Theologies as UUs of Color*. Fahs Collaborative Classroom: Meadville Lombard Theological School: Chicago.
- Hicks, M. (2012). *Beloved Conversations: Building Capacity for Difficult Conversations*. Fahs Collaborative Classroom: Meadville Lombard Theological School: Chicago.
- Hicks, M. (2012). *Work Where You Stand: Integrating Justice into Environmental Work*. Funded by Unitarian Universalist Ministry for Earth.
- Hicks, M. (2011). *Our Grandchildren's Water*. Faith in Place, and the Illinois Interfaith Power and Light Campaign: Chicago.
- Hicks, M. (2011). *Our place in the web of life: An introduction to environmental justice in UU Congregations*. Unitarian Universalist Ministry for Earth; Boston, MA
- Hicks, M. (2010). *Building the world we dream about: An anti-racist, anti-oppression curriculum promoting multicultural Unitarian Universalist congregations*. Unitarian Universalist Association of Congregations: Boston.
- Hicks, M., Johnson, H. & Pawelek, J. (2010). *Envisioning an Anti-Racist, Anti-Oppression Multicultural Ministry: A self-guided meditation*. Unitarian Universalist Association Office of Credentialing: Boston.
- Hicks, M. (2007). *Multicultural human development*. College of Education and Human Development. University of Southern Maine: Gorham, Maine.

Dr. Mark A. Hicks

Hicks, M. (2007). *Frederick Community College Dialogue on Diversity*. Frederick Community College, Frederick, Maryland.

Hicks, M. (2006). *Community dialogue promoting anti-racist/ anti-oppressive thought and practice*. Meadville-Lombard Theological School. Chicago, Illinois

Monograph

Wood, D., Smith, D., Hicks, M., (2006). *Seeking educational equity and diversity in Elk Grove Schools: A retrospective look at the impact of SEED*. University of Southern Maine Press: Portland, ME.

Consultancies (partial listing)

- All Souls Church, Unitarian, Washington, DC
- Arlington County Public Schools, Virginia
- Arts and Education Partnership
- Collaborative Inquiry and Development Group, U of Southern Maine
- DC Voice, Washington, District of Columbia
- Meadville-Lombard Theological School, Chicago IL
- First Unitarian Church, Portland, OR
- Fordham University Office of Undergraduate Admission, New York
- Frederick Community College, Maryland
- Fulbright Scholars, Columbia University, New York
- Oklahoma Department of Health and Human Services
- Philadelphia Youth Network, Philadelphia, PA
- Princeton University, New Jersey
- Southeastern Louisiana State University Office of Student Affairs
- The Riverside Church in the City of New York
- Unitarian Universalist Association of Congregations, Boston
- Unitarian Universalist Ministers Association, Executive Board, Boston
- Unitarian Universalist Ministry for Earth, Executive Board, Boston
- US Department of Education
- US Department of State/USDA Graduate College

Courses Taught (2009-2012)

1. *The Method is the Message*. Topic: Human and faith formation theory fused with religious education pedagogy.
2. *Religious Education for a Changing World*. Topic: philosophy, history, faith and human development, methods and controversies within liberal religious education.

Dr. Mark A. Hicks

3. *Congregational Studies Seminar*. Topic: Academic seminar that accompanies congregational internship.
4. *Multicultural Congregations as an Act of Faith*. Topic: Praxis-style course that models the skills necessary to promote faith formation in a liberal multi-racial, multicultural and theologically diverse congregation.
5. *Walk the Talk: Developing Competency in Cross-Cultural Communication*. Topic: a skills-based course teaching effective communication skills in high-stakes encounters.

National Research Projects

National S.E.E.D. Project on Inclusive Curriculum

Funded by Lucent Technologies Foundation, member of a three-person team to document the impact of the S.E.E.D. Project. The S.E.E.D. Project, which draws on the work of Peggy McIntosh and Emily Style, is an equity project for K-12 teachers, preparing them to lead yearlong seminars in their schools. These seminars focus on creating greater access to learning for all students through the development of cross-cultural understanding; 2003-2004.

Arts and Education Partnership

Funded by the Ford Foundation and the U.S. Department of Education, explored the role of the arts in improving academic performance for impoverished schools; 2002-2003.

Grants

Awarded. (\$100,000). *The Sophia Fabs Center for Religious Education Revitalization and Expansion Project*. Large Grant, Unitarian Universalist Congregation at Shelter Rock; May 2010.

Awarded. (\$200,000). *Implementation Grant for Meadville Lombard Educational Model (TouchPoint)*. Henry Luce Foundation; June 2010.

Professional and Civic Affiliations

National

- *Religious Education Association*
- *Philosophy of Education Society*
- *American Educational Research Association*
- *The Toni Morrison Society*
- *Unitarian Universalists Association of Congregations*, Boston Massachusetts

Dr. Mark A. Hicks

Regional and Local

All Souls Church, Unitarian; Washington, District of Columbia (2000 – present)

- Convener/Chair, *Building the Beloved Community* (multi-racial, multicultural growth initiative) (present)
- Convener, BorderPeople Covenant Group (present)
- Worship Associate (present)
- People of Color Caucus
- KUUMBA Players production of “Purlie”

Unitarian Universalist Association of Congregations (2005 – present)

- JUUST Change Consultant (2005 present)
- Curriculum Developer, *Building the World We Dream About* (present)
- Chair, Regional Subcommittee on Candidacy, South-East Region (present)

Rev. Dr. Martin Luther King, Jr. New York City Memorial Commission, panelist (1999-2004)

Riverside Counseling Center, Board of Advisers, New York, New York (1995-2001)

The Riverside Church in the City of New York

- Co-Chair, 65th Anniversary Celebration of The Riverside Church (1996-1997)
- Chair, The Parish Life Commission (1996 - 2000)

Association for Professional Development in Student Affairs, Teachers College, Columbia University (1991-1995)

- Founding president
- Secretary

National Association of College Admission Counselors (1983-1991)

- *John R. Muir Award* for Most Significant Contribution to the Journal of College Admission (2004)
- Faculty, The Hampton Institute for Admission Counselors of Color (1991)
- Advisory Committee, Media and Marketing (1988-1989)
- Committee for Future Programs and Projects (1987-1988)

Evelyn Pittman Musical Theater Company (1978-1988)

- Assistant conductor, organist, pianist
- National and international tours

Big Brothers and Sisters, Alamo Area. San Antonio, Texas (1984-1991)

- Big Brother volunteer (eight year partnership)
- Television spokesperson