

RUKSHAN N. FERNANDO, PH.D.

(765) 499-2404 ♦ rukshan.fernando@gmail.com

Find me on LinkedIn: www.linkedin/in/rukshanfernando/

EDUCATION

Doctor of Philosophy. Community Economic Development.
Southern New Hampshire University.

Dissertation: *How Community Development Corporations Promote a Sense of Community and Empowerment Leading Towards Community Participation: A View of the Middle*

Committee: Drs. Jolan Rivera (*Chair, University of New Hampshire, School of Development Policy and Practice*), N. Andrew Peterson (*Professor, Rutgers University, School of Social Work*), and Loretta Pyles (*Professor, SUNY-Albany, School of Social Welfare*)

Masters of Arts in Community Economic Development. Concentration: Policy.
Southern New Hampshire University.

Masters in Social Work. Concentration: Community Organizing. University of Michigan.

Bachelor of Science in Social Work. Taylor University.

CREDENTIALS

Certificate in Economic Development. Ball State University.

Certificate in Housing and Community Development. University of Maryland.

ACADEMIC AND ADMINISTRATIVE POSITIONS

1/2020 - present **Azusa Pacific University**

Interim Provost, Azusa, California

3/2019 – 12/2019 **Azusa Pacific University**

Interim Dean, School of Business and Management, Azusa, California

- Served as the executive leader of an academic unit consisting of 3 academic departments, 25 faculty and staff, and over 800 undergraduate, professional, and graduate students
- Manage the school's \$4.7M budget
- Projected professional and graduate enrollment revenue for FY21

- Increased professional and graduate tuition revenue by 25% (Fall 2018 to Fall 2019)
- Managed the redesign of admissions and recruitment strategy (for all traditional and adult learners)
- Spearheaded a comprehensive re-structuring of faculty and staff, budget, and operations
- Supervised all aspects of the school's bachelor's completion programs (2+2) in Business Administration at the university's regional campuses (High Desert, Murrieta, Orange, and Inland Empire)
- Oversaw a significant creation, revision, and assessment of undergraduate and graduate online and face-to-face undergraduate and graduate business curriculum
- Redesigned the academic advising and student success model for all students
- Reorganized staff roles and duties to ensure operational efficacy
- Developed processes which increased faculty participation in course scheduling, academic advising, and curriculum change
- Redesigned adjunct faculty onboarding and training processes
- Heard and decided on student academic integrity violations, student grievances and implicit bias reports
- Represented the university and school at numerous prospective student gatherings, orientations, and faculty panels
- Supervised Interim Head of University Libraries
- Oversaw library programs, 25 faculty and staff, \$4.1M budget, foundation grants, facilities, special collections, and operations to meet the needs of the university community

6/2018–3/2019 Azusa Pacific University

Interim Head of University Libraries, Azusa, California

- Implemented and maintain high-impact library services
- Accomplished a comprehensive re-structuring of faculty and staff, \$4.4M budget, and operations
- Developed social media strategies to engage campus stakeholders around library services
- Supervised 25 library faculty and staff in the development and maintenance of mission-centered programs and services
- Coordinated the University Libraries' programs, budget, facilities, and operations to meet the needs of the university community
- Managed the University's academic support programs including information competency/literacy

- Provided oversight for the Teacher Librarian Credential and Master's Degree in Library Science programs
- Revamped the library's special collections program to align with the university's strategic plan

5/2015 – 3/2019 Azusa Pacific University

Associate Dean and Professor, School of Behavioral and Applied Sciences, Azusa, California

- Assisted Dean in the leadership and management of a school consisting of 9 academic departments, over 150 faculty and staff, and 3000 students
- Collaborated with department chairs on faculty development and evaluation, workload, program development, budgetary management, and enrollment projections
- Supported Dean in the monitoring and oversight of school's budget, professional and graduate enrollment projection and management
- Collaborated with department chairs in the creation, growth, and management of bachelor's completion programs (2+2) in Criminal Justice and Psychology at the university's regional campuses (High Desert, Murrieta, San Diego, and Inland Empire)
- Served as the point person for school's undergraduate, graduate, and professional course scheduling and approval process
- Heard and decided on student academic integrity violations
- Heard and decided on student grievances
- Assisted Dean in managing faculty and staff personnel issues
- Conducted market and accreditation research for prospective graduate programs (e.g., Masters in Speech Pathology & Doctorate in Occupational Therapy)
- Worked across organizational lines to increase graduate and professional student marketing, recruitment, and success
- Provided yearly "closing the loop" review of all program learning outcomes
- Provided oversight for curricular creation and assessment for all programs using Course Leaf[®]
- Provided Dean with summary trends of IDEA[®] faculty evaluations and student feedback for all faculty
- Assisted Dean with administrative responses to program review of school's programs
- Supervised criminal justice program directors at regional campus bachelor's completion programs (one semester)
- Served as the acting Chair of the Department of Graduate Psychology (MFT and Psy.D., programs; one semester)
- Supervised Director of the Community Counseling Center

- Provided Dean's office review of all student and faculty IRB applications
- Liaised with other units on campus (e.g., Undergraduate Admissions and Registrar, Graduate and Professional Admissions and Registrar, Student Success, Office of Research and Grants, Alumni Relations, etc.) to ensure that school's personnel and programs received adequate resourcing and communication
- Coordinated traditional undergraduate prospective student preview days for the school
- Represented the university for prospective traditional and transfer student preview day "Academic Connect" and "Parent Information" sessions
- Communicated the institution's identity and academic programs to enhance university's local and state government relationships
- Organized and developed professional development workshops, and colloquiums series for the school and university-at-large

8/2012 – 5/2015 Azusa Pacific University

Associate Professor and BSW Program Director, Azusa, California

- Managed the administrative, financial, policy, student development and curricular operations of 160 student major
- Developed strategies for community college transfer and first generation and at-risk student success and retention
- Directed program assessment compliance in accordance with Council on Social Work Education (CSWE) 2008 Educational Policy Accreditation Standards (EPAS)
- Managed academic course scheduling for the program
- Authored the BSW program review document
- Authored BSW self-study document for CSWE reaffirmation of accreditation
- Served as an Internationalization Faculty Fellow for The Center for Global Engagement
- Maintained and redesigned curricula and program assessment processes using Task Stream[®]
- Taught undergraduate social work, nonprofit management, ethics, and leadership courses
- Developed courses on nonprofit management and social enterprise/international development issues
- Created "nonprofit shark tank" presentation to develop nonprofit management and innovation skills for the communities and organizations course
- Incorporated a variety of iPad applications for student-center learning
- Designed nonprofit job interview, social media management, resume writing, and career planning modules for students
- Counseled prospective and current social work students on university courses schedules and career planning
- Supervised, observed and provided curriculum and assessment training for adjunct faculty

- Assisted Chair in faculty mentoring and supervision related to “Servant-Leader” and “Educator-Mentor” faculty evaluation arenas
- Conducted faculty evaluation through class observation and feedback
- Coordinated prospective student recruiting, strategic planning, and marketing

8/2004-5/2012 Taylor University (granted tenure - 8/2010)

Assistant Professor and Field Director, Upland, Indiana

- Taught undergraduate social work, community development, nonprofit management, group leadership and international development courses
- Served as senior and junior internship field coordinator
- Redesigned senior field internship courses
- Served as acting department chair during Fall 2007
- Co-lead a three week interdisciplinary service learning course to Cuenca, Ecuador
- Facilitated university-local nonprofit partnerships to initiate grant writing and community development projects which leveraged \$2.75 million from local foundations and HUD grant programs
- Leveraged \$4000 in funds for department scholarships and partnerships from private donors and foundations
- Coordinated and redesigned the junior and senior internship program models
- Served as faculty advisor to the ethnic student association
- Advised social work students on university courses schedules and career planning
- Devised nonprofit sector job search workshop in collaboration with career center
- Assisted with department continuous quality improvement (AQIP) and CSWE reaffirmation processes
- Represented the university at local, regional and state conferences and meetings
- Served as a guest lecturer for MBA, International Studies, and Psychology courses
- Coordinated prospective student recruiting, strategic planning, and marketing which increased enrollment by 75% in just two years

OTHER ACADEMIC POSITIONS

7/2006 & 7/2009 Colombo Theological Seminary

Visiting Professor. Kohuwela, Sri Lanka

- Taught sociology and nonprofit management courses to pastors, nonprofit, and business leaders

RESEARCH INTERESTS

Higher Education Administration

Leadership Identity

Diversity and Inclusion

TEACHING INTERESTS

Nonprofit Management
Leadership
Entrepreneurship

AWARDS AND HONORS

2017-18	Assessment Leadership Academy participant, WASC Senior College and University Commission
2016	Management Development Program participant, Harvard Institute for Higher Education
2015	Ron Federico Lecture Awardee, Association of Baccalaureate Program Directors
2014	Internationalization Faculty Fellow, Azusa Pacific University
2014	Emerging Scholar Award, Azusa Pacific University
2011-2012	Morton E. Goulder Scholarship, Southern New Hampshire University
2009	Dr. Joe Burnworth Teaching Award, Taylor University
2008- 2012	Johnson Foundation Scholarship, Southern New Hampshire University
2000	National Congress of Community Economic Development (NCCED), Emerging Leader's Program
1999	School of Social Work Merit Scholarship, University of Michigan
1997-98	Eddie Montgomery Scholarship, Taylor University
1994-98	Ethnic Student Scholar, Taylor University

PROFESSIONAL DEVELOPMENT & TRAINING

2018	Influencing Change Leadership Development Program, Azusa Pacific University Pilot Leadership Development program for APU emerging leaders
2017-18	WASC Senior College and University Commission Assessment Leadership Academy Assessment Project: <i>Developing an assessment plan for a Faculty Learning Community on post-traditional college students</i>
2016	Harvard Institute for Higher Education, Harvard University Management Development Program

2016	Community Development Finance Institutions Fund, US Dept. of Treasury Capital Magnet Fund Program reviewer certification
2016	Community Development Finance Institutions Fund, US Dept. of Treasury New Market Tax Credit Program reviewer certification
2015-16	National Association of College and University Attorneys (NACUA) Title IX Training and certification
2015-16	Council of Christian Colleges and Universities (CCCU) Multi-Ethnic Leadership Development Institute participant <ul style="list-style-type: none"> • Developed and executed year-long Professional Development Plan • Shadowed Dr. Ed Ericson, VPAA at John Brown University (AK) Azusa Pacific University
2014-15	Mobile Learning Community: <i>Technology/IPad implementation</i>
2013-5	Faculty Learning Community: <i>Higher Education Administration</i>
2013-4	Faculty Development Course: <i>Preparing Journal Manuscripts</i>

REFEREED PUBLICATIONS

- Fernando, R.N.** (2019). Adaptive leadership: How to flesh out our God first mission. In D.R. Duneatz (ed.) *God first: Essay in honor of Michael M. Whyte and Gary D. Lemaster* (pp. 61-71). Claremont, CA: Martel Press.
- Fernando, R.N.** (2018). I Love the Profession, but Hate Where I Work: Remembering the Value of Organizations in Social Work Practice. *Narratives of Professional Helping*. Special Issue on the Interconnections of Micro and Macro Practice: Sharing Experiences of the Real World. *Reflections*, 24(1), 45-55.
- Fernando, R.N.** (2017). A square administrator in a circle university. In Longman, K.L. (Ed). *Diversity Matters for Christian Higher Education: Strategies for More Fully Modelling God's Kingdom*. (pp. 343-351). Abilene, TX: Abilene Christian University Press.
- Fernando, R.N.** (2017). Social enterprise. *The Encyclopedia of Social Work*. New York, NY: Oxford University Press. doi: 10.1093/acrefore/9780199975839.013.1027
- Fernando, R.N.** (2015). Social work and social entrepreneurship: Opportunities for synergy and social change. *Journal of Baccalaureate Social Work*, 20(1), 189–198. doi: 10.18084/1084-7219.20.1.189
- Fernando, R.N.** (2015). Earned income Tax Credit. In M. Odekon (Ed.), *The encyclopedia of world poverty*, (pp. 299-300). (2nd ed.). Thousand Oaks, CA: Sage Publications.
- Fernando, R.N.** (2015). Putting ideas to action: From destruction to construction: Participation and creativity rebuilds communities. In M. S. Homan, *Promoting Community Change: Making it Happen in the Real World*, 251. (8th ed.). Independence, KY: Cengage Learning.

Fernando, R.N., Esaki, N. & Rosenberg, B. (2015). Management and organizational change. In *Macro Practice in Social Work: From Learning to Action for Social Justice* (pp. 11-16). Lynwood, IL: Community Organization and Social Administration.

Sherraden, M., **Fernando, R.N.**, & Abramovitz, M. (2015). Human rights. In *Macro Practice in Social Work: From Learning to Action for Social Justice* (pp. 27-32). Lynwood, IL: Community Organization and Social Administration.

Fernando, R.N. (2006). The core values of christian community development as reflected in the writings of the apostle Paul. *Social Work and Christianity*, 33(4), 355-373.

REFEREED PRESENTATIONS

Fernando, R., Ishihara, L., Lowe, A., & Velez, W. (2018, February). "Sponsorship" within christian higher education: A strategy for advancing leaders of color? Panel presentation at the 2018 Coalition of Christian Colleges and Universities International Forum. Grapevine, TX.

Longman, K., Menjares, P., Ash, A., **Fernando, R.**, Ishihara, L., Kinoshita, G., RB-Banks, Y., & Turk, D. (2018, February). *Race, ethnicity, and the future of christian higher education: The voices of "diversity matters" authors*. Panel presentation at the 2018 Coalition of Christian Colleges and Universities International Forum. Grapevine, TX.

Fenwick, S., **Fernando, R.**, & Richards Mayo, S. (2016, September). *Visitors or family members? Reimagining the practice of hospitality for diversity and inclusion in christian higher education*. Paper presentation at the 2016 Coalition of Christian Colleges and Universities Diversity Conference. New York, NY.

Longman, K., & **Fernando, R.** (2016, September). *Sponsorship & networking: Critical contributors to multi-ethnic leadership development? Lessons from a year-long research project*. Paper presentation at the 2016 Coalition of Christian Colleges and Universities Diversity Conference. New York, NY.

Fenwick, S. & **Fernando, R.** (2016, February). *Building capacity for diversity and inclusion: fostering conversations about privilege in higher education*. Paper presentation at the Lilly Conference on Teaching and Learning. Newport Beach, CA.

McMillian, S.E. **Fernando, R.N.**, & Lee, K.K. (2015, October). *Social work education for social entrepreneurship: Curriculum and student interests*. Paper presented at the 2015 Council on Social Work Education Annual Program Meeting. Denver, CO.

Fernando, R.N. & Esaki, N.E. (2015, October). *Social work leaders at the frontier of change: Role of educational programs*. Paper presented at the 2015 Council on Social Work Education Annual Program Meeting. Denver, CO.

Roll, S., **Fernando, R.**, Mizrahi, T., Sherraden, M., & Androff, D. (2015, October). *Teaching Macro Social Work – Models, Pedagogy & Practical Applications*. Faculty Development Institute at the 2015 Council on Social Work Education Annual Program Meeting. Denver, CO.

Fenwick, S., **Fernando, R.**, & Visser, S. (2015, September). *Building capacity for diversity and inclusion: fostering conversations about privilege in christian higher education*. Paper presentation at the 2015 Coalition of Christian Colleges and Universities Diversity Conference. Chicago, IL.

Fernando R.N., & Pittman-Munke, P. (2015, March). *Spreading the good news about macro: Uses of social media in macro*. Paper presented at the 32nd annual conference of the Association of Baccalaureate Social Work Program Directors. Kansas City, MO.

Fernando R.N. (2015, March). *All practice is macro: How programs incorporate “Macro” throughout the curriculum*. Paper presented at the 32nd annual conference of the Association of Baccalaureate Social Work Program Directors. Kansas City, MO.

Fernando, R.N., Germak, A.J., & McMillian, S. E. (2015, January). *The Role of social entrepreneurship in social work scholarship*. Presentation at the 2015 Society for Social Work Research Annual Conference. New Orleans, LA.

Roll, S.L., **Fernando, R.N.**, Sherraden, M.S., & Mizrahi, T. (2014, October). *Teaching macro social work: Models, pedagogy, and practical applications*. Presentation at the 2014 Council on Social Work Education Annual Program Meeting. Tampa Bay, FL.

Fernando, R.N., Germak, A.J., & McMillian, S. E. (2014, October). *Market dialogue on social entrepreneurship: What Social work educators need to know*. Presentation at the 2014 Council on Social Work Education Annual Program Meeting. Tampa Bay, FL.

Jacob, A. & **Fernando, R.N.** (2014, October). *Social development: A Viable policy response to multidimensional poverty?* Paper presented at the 2014 Council on Social Work Education Annual Program Meeting. Tampa Bay, FL.

Gates, A., **Fernando R.**, Pittman-Munke, P., & Homan, M. (2014, March). *The state of macro practice in social work*. Paper presented at the 31st annual conference of the Association of Baccalaureate Social Work Program Directors. Louisville, KY.

Gates, A., **Fernando R.**, Pittman-Munke, P., & Homan, M. (2014, March). *Bridging the micro/macro practice divide*. Paper presented at the 31st annual conference of the Association of Baccalaureate Social Work Program Directors. Louisville, KY.

Fernando, R.N., Germak, A.J. (2014, January). *Social work and social entrepreneurship: An Opportunity for synergy*. Presentation at the 2014 Society for Social Work Research Annual Conference. San Antonio, TX.

- Germak, A.J., **Fernando, R.N.** & Korr, W.S. (2013, November). *Social entrepreneurship: An opportunity for social work education*. Presentation at the 2013 Council on Social Work Education Annual Program Meeting. Dallas, TX.
- Fernando, R. N.** (2012, March). *Say it isn't so! Lessons for students from three cups of tea*. Presentation at the 2012 Baccalaureate Program Directors' Conference. Portland, OR.
- Fernando, R.N.** (2012, March). *What's the price for a loan? Microfinance's challenges and promises*. Presentation at the 2012 Baccalaureate Program Directors' Conference. Portland, OR.
- Fernando, R.N.** (2011, March). *Using social media to integrate theory and practice in international social work education*. Presentation at the Fourth Conference on International Social Work. Los Angeles, CA.
- Fernando, J.L, **Fernando, R.N.** (2010, November). *Eating curry in a cornfield: Understanding challenges and providing effective support to diverse support faculty in rural Christian colleges*. Presentation at the Conference on Christianity, Culture and Diversity in America. Grand Rapids, MI.
- Fernando, R.N.** (2009, October). *The 2008 subprime mortgage crisis: its effects and implications*. Presentation at the 2009 North American Association of Christians in Social Work Annual Training Conference and Convention. Indianapolis, IN.
- Fernando, R.N.** (2009, August). *Community participation: Navigating the contextual challenges and opportunities*. Presentation at the Transformational Development Conference, St. Davids, PA.
- Fernando, R.N.** (2008, August). *Seva, Sarvodaya and Transformational Development: One and the same?* Presentation at the Transformational Development Conference, Newburg, OR.
- Collins, J.L, **Fernando, R.N.** & Guebert, M. (2008, March). *Stories of a Faith-Based International Service-Learning Program: Best practices for developing program guidelines, international partnerships, and stronger academic components*. Presentation at the Third International Symposium on Service-Learning, Indianapolis, IN.
- Fernando, R.N.** (2008, March). *Assets for the poor: micro credit and its implication for social work education*. Presentation at the 2008 Baccalaureate Program Directors' Conference. Destin, FL.
- Fernando, R.N.** (2008, February). *Developing wholeness in communities. the process and practice of transformational development*. Presentation at the 2008 North American Association of Christians in Social Work Annual Training Conference and Convention. Orlando, FL.

Fernando, R.N. (2007, September). *Rebuilding after the Tsunami: The "Soil Block" Housing Development Program in Sri Lanka*. Presentation at the 2007 Indiana Association of Social Work Education Conference. Anderson, IN.

Collins, J.L., & **Fernando, R.N.** (2007, June). *Principles and strategies for effective short term missions*. Presentation at the Coalition for the Support of Indigenous Ministries Annual Conference, Wheaton, IL.

Harner, C.T., & **Fernando R.N.** (2007, May). *International service-learning: professional application of classroom learning*. Presentation at the Second International Symposium on Service-Learning, Indianapolis, IN.

Fernando, R.N. (2006, October). *Utilizing empowerment strategies in missions work: how social workers can effectively influence their congregations*. Presentation at the North American Association of Christian in Social Work Annual Training Conference and Convention, Philadelphia, PA.

INVITED PRESENTATIONS & KEYNOTES

Fernando, J.L., & **Fernando, R.N.** (2020, February). *Interracial marriage: Lessons in reconciliation*. Workshop presentation at the Student Conference on Racial Reconciliation. Biola University. La Mirada, CA.

Fernando, R.N. (2020, January). What is good parenting? [Audio Podcast]. In *Centering: The Asian American Podcast*. Retrieved from <https://sparks.fuller.edu/centered/2020/01/09/podcast-what-is-good-parenting/>

Fernando, R.N. (2019, December). *Navigating the racial middle: Political action as worship*. Keynote at Venn Diagram: Asian Identity, Christian, & Politics. Southern California Intersvarsity Christian Fellowship. Pasadena, CA.

Fernando, R. N. (2019, June). *Executive presence: Putting on the mantle of leadership*. Presentation at the CCCU Multi-Ethnic Leadership Development Institute. Sumas, WA.

Fernando, R. N. (2019, June). *Embracing the identity of being a leader*. Presentation at the CCCU Multi-Ethnic Leadership Development Institute. Sumas, WA.

Fernando, R.N. (2018, July). *Navigating the racial middle: Liminality and invisibility*. Keynote at Venn Diagram 2.0: Asian Identity, Christian, & Politics. Southern California Intersvarsity Christian Fellowship. Los Angeles-Chinatown, CA.

Fernando, R. N. (2018, June). *Act Like a leader, think like a leader: Seeing yourself (and being seen) as a leader*. Presentation at the CCCU Leadership Development Institute. Sumas, WA.

Fernando, R. N. (2018, June). *The power and potential of networking*. Presentation at the CCCU Leadership Development Institute. Sumas, WA.

Fernando, R.N. (2018, May). *Re-imagining peacemaking and justice*. Sunday address at Living Spring Christian Fellowship. Garden Grove, CA.

Fernando, R.N. (2018, May). *A leadership lifestyle of being and doing*. Keynote for the 2018 Baccalaureate and Alumni Initiation Ceremony. Azusa Pacific University. Azusa, CA.

Fernando, R.N., & Fernando, J.L. (2018, January). *Navigating honorary whiteness: Honest conversations around whiteness and Asian American identity*. Presentation at Venn Diagram: Asian Identity, Christian, & Politics. Southern California Intersivity Christian Fellowship. Los Angeles-Chinatown, CA.

Fernando, R.N. (2018, January). *Consecrating our lives as a viable setting for holistic renewal and reconciliation*. Sunday address at Light and Life-West Church. Long Beach, CA.

Fernando, R., Petridis, H., Cox, M. & Brown, D. (2017, October). *Fostering leadership in faculty and staff from diverse backgrounds*. Workshop for the Center on Diversity, Equity and Inclusive Excellence, Azusa Pacific University. Azusa, CA.

Fernando, R.N. (2017, September). *Adapting to embody*. Keynote speaker for the 2017 Free Methodist Church Experience (FMx) conference. Free Methodist Church of Southern California. Pomona, CA.

Fernando, R.N. (2017, August). *De-centering as leaders*. Keynote speaker for the 2017 Imago Dei Training. Azusa Pacific University, Azusa, CA.

Fernando, J.L., & **Fernando, R.N.** *Pondering privilege: A conversation on race, ethnicity, and faith in educational contexts*. Keynote speaker for the 2017 Faculty Conference. George Fox University, Newberg, OR.

Fernando, J.L., & **Fernando, R.N.** (2017, August). *Pondering privilege: A conversation on race, ethnicity, and faith in educational contexts*. Training seminar for the Student Life Division. George Fox University, Newberg, OR.

Fernando, R. N. (2017, July). *The shift from faculty member to administrator*. Guest lecturer for HED 725 (Administration in Higher Education) course. Department of Higher Education, PhD in Higher Education program. Azusa Pacific University, Azusa, CA.

Fernando, R.N. (2017, July). *The importance of voice*. Panel speaker at Streams of Hope in a Time of Thirst: A Dialogue among Asian Americans about Faith, Jesus, and Public Life. Southern California Intersivity Christian Fellowship. Pasadena, CA.

Fernando R.N. (2017, July). *Where are you going? Who will go with you?* Hooding ceremony speaker for the Doctorate in Higher Education Program, Azusa Pacific University. Azusa, CA.

- Fernando, R. N.** (2017, June). *Embracing the identity of a leader*. Presentation at the CCCU Multi-Ethnic Leadership Development Institute. Sumas, WA.
- Fernando, R.N.** (2017, April). *Intentional spiritual rhythms for effective leadership*. Chapel address at Azusa Pacific University. Azusa, CA.
- Fenwick, S. & **Fernando, R. N.** (2017, February). *Why should I care? Discussions on privilege & power that lead to a more open community*. Workshop presentation at the Center on Diversity, Equity and Inclusive Excellence, Azusa Pacific University. Azusa, CA.
- Fernando, J.L., & **Fernando, R.N.** (2017, February). *Interracial marriage: Lessons in reconciliation*. Workshop presentation at the Student Conference on Racial Reconciliation. Biola University. La Mirada, CA.
- Fernando, J.L., & **Fernando, R.N.** (2017, February). *Cultural appropriation vs. cultural appreciation*. Workshop presentation at the Student Conference on Racial Reconciliation. Biola University. La Mirada, CA.
- Fernando, R.N.** (2017, January). *Theology, race and higher education*. Student “talk-back” session at John Brown University. Siloam Springs, AR.
- Fernando, R.N.** (2017, January). *Building capacity for diversity and inclusion: Fostering conversations about privilege in Christian higher education*. Faculty development workshop at John Brown University. Siloam Springs, AR.
- Fernando, R.N.** (2017, January). *Paul’s reconciliation ministry in 2 Corinthians 5: Interconnections with Martin Luther King Jr.’s “global house”*. Chapel address at John Brown University. Siloam Springs, AR.
- Fernando, R.N.,** & Fernando, J.L. (2016, September). *Decoding the 2016 Presidential Election*. Presentation to the Multi-Ethnic Leadership Scholars. Student Center for Race and Diversity, Azusa Pacific University, Azusa, CA.
- Fernando R.N.** (2016, July). *Liftoff: A charge to the graduates*. Hooding ceremony speaker for the Doctorate in Higher Education Program, Azusa Pacific University. Azusa, CA.
- Fernando, R. N.** (2016, July). *The Devon Strauss Case*. Guest lecturer for HED 725 (Administration in Higher Education) course. Department of Higher Education, PhD in Higher Education program. Azusa Pacific University, Azusa, CA.
- Fernando, R.N.** (2016, May). *Personal and professional well-being: A charge to the graduates*. Hooding ceremony speaker for the Masters in Social Work Program, Azusa Pacific University. Azusa, CA.
- Thorson, D., Chamberlain, E., Echiverra, A., **Fernando, R.**, Kaak, P., Pacino, M., & Wu-Barone, F. (2016, April). *Why does diversity matter at Azusa Pacific University?* Diversity workshop

series panel at Azusa Pacific University, Center for Diversity and Inclusion Excellence. Azusa, CA.

Tisdale, T., Keen, C., Conover, R., & **Fernando, R.** (2016, March). *Best practices in faith integration*. Faculty Development presentation at Azusa Pacific University. Azusa, CA.

Longman, K., Hernandez, R., **Fernando, R.**, Gonzalez-Pina, D., Ishihara, L., Lowe, A., & Okinloye-Harris, A. (2015, September). *The "fragile process" of seeing ourselves as leaders and being as leaders: A case study of the CCCU's 2015 multi-ethnic leadership development institute*. Panel presentation at the 2015 Coalition of Christian Colleges and Universities Diversity Conference. Chicago, IL.

Fernando, R. N. (2015, June). *Getting the right people on the bus: The challenges and opportunities of managing up*. Presentation at the CCCU Multi-Ethnic Leadership Development Institute. Sumas, WA.

Fernando R.N. (2015, March). *Social entrepreneurship and social work: Opportunities for synergy and change*. Ron Federico Memorial Lecture presented at the 32nd annual conference of the Association of Baccalaureate Social Work Program Directors. Kansas City, MO.

Fernando, R.N., Germak, A., (2014, July). Social entrepreneurship as a social work practice [Audio Podcast]. In *InSocialWork a podcast series*. Retrieved from <http://www.insocialwork.org/episode.asp?ep=147>

Boles, P., Keen, C., **Fernando, R.N.**, Yafeh-Deigh, A., & Slimbach, R. (2013, November). *The incarnation of Christ and a world hooked on privilege and power*. Panel presentation for Coram Deo Lecture Series. Azusa, CA.

Fernando, R.N. (2011, November). *Human Trafficking*. Presentation at the Marion Public Library. Marion, IN.

Fernando, R.N., Sherlock, J., & Ressler, L. (2011, August). *Learning without borders: Bringing the world to the classroom through interactive internet technology*. Presentation at the Ninth Technology for Teaching Conference. Upland, IN.

Fernando, J.L., **Fernando R.N.** (2011, March). *On being the only one*. Presentation at the From Every National Symposium on Race. Grand Rapids, MI.

Fernando, R.N. (2006, April). *Shalom and social justice*. Chapel address at Taylor University, Upland, Indiana.

GRANTS AND CONTRACTS

Received: Contributors to Developing a Leadership Identity: Understanding the Lived Experiences of CCCU Emerging Leaders of Color and Women "Pioneers"

\$6853 Awarded for 2016-2017 from Faculty Research Grant, Azusa Pacific University

PI: Karen Longman
Role: Co-investigator

This grant was to engage in a year-long collaborative auto ethnographic research project of CCCU multi-ethnic leaders.

Received: Changing Profiles of Poverty: New Directions for Social Work Education and Practice
\$15000 Awarded for 2014-2015 from the New York Community Trust

PIs: Anupama Jacob & Rukshan Fernando

Role: Co-investigator

This grant was for data analysis and publication on social development as a policy response to multi-dimensional poverty

Received: Changing Profiles of Poverty: Policy Implications of a Multi-Dimensional Measure for the United States

\$5000 Awarded for 2015-2016 from Faculty Research Grant, Azusa Pacific University

PIs: Anupama Jacob & Rukshan Fernando

Role: Co-investigator

This grant was for data analysis and publication on social development as a policy response to multi-dimensional poverty

Received: Study Abroad for Social Work Department

\$3000 Awarded for 2009-2010 from the Hazel Baker Foundation

PI: Rukshan Fernando

This grant was to provide administrative support for a January term course in Seoul, South Korea.

Received: Provost's Grant for Innovative and Experimental Course Design

\$3500 Awarded for 2008-2009 from the Office of the Provost, Taylor University

Awardee: Rukshan Fernando

This grant was to develop an interdisciplinary, Introduction to Nonprofit Management course.

Received: Technology for Teaching Mini Grant

\$500 Awarded for 2005-2006 from Center for Educational Technology, Taylor University

Awardee: Rukshan Fernando

This instructional technology grant was to utilize blogs and other social media resources for the Social Work with Communities and Organizations course.

Received: Technology for Teaching Mini Grant

\$500 Awarded for 2004-2005 from Center for Educational Technology, Taylor University

Awardee: Rukshan Fernando

This instructional technology grant was to increase the hybrid learning opportunities for the Introduction to Social Work course.

TEACHING

GE 100 First Year Seminar: Nonprofit Leadership (1 semester)

SOCW 250 Introduction to Social Work (16 semesters)

SOCW 496	Senior Seminar: Ethics in the Helping Professions (1 semester)
SOCW 333	Social Work Practice with Communities and Organizations (17 semesters)
SWK 354	Social Work Practice with Groups/Group Leadership (6 semesters)
SWK 370	Fundamentals of Nonprofit Management (1 semester)
SWK 370	Introduction to International Development (2 semesters)
SWK 393	Junior Field Internship (7 semesters)
SWK 482	Senior Social Work Capstone (2 semesters)
SWK 495	Senior Internship (8 semesters)
SWK 492	Senior Internship Field Seminar (4 semesters)
SOCW 497	Readings in Social Work (Independent Study) (5 students)
SOCW 599	Readings in Social Work (Graduate Independent Study) (1 student)

CONSULTING WORK

2018

Neighborhood Homework House

Azusa, CA

- Provided coaching to the executive director

2016-17

Free Methodist Church of Southern California

Wildomar, CA

- Provided technical assistance to superintendents and pastors on effective organizational practices related to leadership development, diversity, and equity

2/2016

Department of Treasury, Community Development Financial Institutions Fund, New Markets Tax Credits Program

Washington, DC

- Served as a reviewer evaluating community development entity grant application portfolios for FY 2016 Notice of Allocation Availability.

5/2015

Glendora Education Foundation

Glendora, California

- Planned, developed, and facilitated foundation's FY 2015-18 strategic plan and re-brand

8/2014

Department of Housing and Urban Development, Fair Housing Initiatives Education and Outreach Program

Washington, DC

- Served as a Technical Expert Panelist evaluating grant application portfolios for FY 2014 Notice of Funding Availability (Total appropriation: \$38 million).

7/2009

World Vision Lanka

Colombo, Sri Lanka

- Developed and facilitated trainings on social entrepreneurship to country area development managers
- Guest lecturer for workers enrolled in the Masters in Development Studies program at Lanka Bible College

2/2008

Alliance to Democracy Party

Abuja, Nigeria

- Provided technical assistance for the Alliance to Democracy Party (Nigeria) on developing transformational development outcomes for the national Fadama agricultural development project

7/2006

Lunawa Community Development and Environment Project

Dehiwela, Sri Lanka

- Provided technical assistance in community participation and leadership training for project's tsunami redevelopment department

ACADEMIC/PROFESSIONAL SERVICE

2017, 2019

Resource Leader, CCCU Multi-Ethnic Leadership Development Institute

2017 -

Mentor to CCCU Multi-Ethnic Fellows (2019 - Stenway Louve, Indiana Wesleyan University; 2017 - Pamela Barger, Wheaton College; and 2017 - Beronica Salazar, George Fox University)

2018-19

Senior Research Mentor, Dr. William Whitney (Associate Professor, Department of Psychology, Azusa Pacific University) Office of Research and Grants junior faculty mentor program

2018

Resource Leader and Participant Coordinator, CCCU Leadership Development Institute

2018

Selection committee member, CCCU Leadership Development Institute & Women's Leadership Development Institute (WLDI)

2017

Selection committee member, CCCU Multi-Ethnic Leadership Development Institute (ME-LDI)

2017

Organizing Committee Member, Streams of Hope in a Time of Thirst: A Conversation among Asian Americans about Faith, Jesus, and Public Life conference

2016

Article reviewer, Journal of Christian Higher Education

2014

Focus group participant on Financial Capabilities and Workforce, Council on Social Work Education

2014 - 15

Regional Board Member, Association for Community Organization and Social Administration (ACOSA)

2013-14

Work group member, *Professional Organizations*, Commission to Advance Macro Practice Standing, ACOSA

2013 -15	Work group member, <i>Knowledge Delivery, Education Development and Curriculum Support</i> , Commission to Advance Macro Practice Standing, ACOSA
2013 - 17	Article reviewer, <i>Journal of Christianity and Social Work</i>
2013 - 17	Article reviewer, <i>Journal of Community Practice</i>
2008-12	Abstract reviewer, National Association of Christians in Social Work (NACSW) Annual meeting
2013 -14	Abstract reviewer, Council on Social Work Education (CSWE) Annual Program Meeting
2008, 2011, 2013	Abstract reviewer, The Association of Baccalaureate Social Work Program Directors' (BPD) Annual Conference
2011	Focus group participant on 2015 Education Policy Accreditation Standards, Council on Social Work Education
2011-14	Member, Council on External Relations Council Commission on Global Social Work Education (CSWE)

UNIVERSITY SERVICE

2019	Member, University Strategic Planning Team
2019	Chair, Academic Mission and Framework Theme, University Strategic Planning Team
2019	Member, Dean of Students Search Committee
2019	Member, Purchasing Process Study Group
2019	Member, Tuition Waiver Selection Committee, Undergraduate Admissions
2018 – 19	Member, Diversity Advisory Council
2018 – 19	Member, Transfer Connections Advisory Board
2018 – 19	Chair, School of BAS Curriculum Review Committee
2017 – 19	Member, University Assessment Advisory Committee
2017 – 19	Chair, School of BAS Trustee's Scholarship Committee
2017 – 20	Mentor, Multi-Ethnic Leadership Program

2016 – 19	Faculty/Student Marshall, Commencement
2018	Participant, Design Sprint Workshop, Student Life Division
2017 – 18	Member, Curricula Property Task Force
2017 –18	Chair, Vice President and Chief Diversity Officer Search Committee
2017 –18	Member, Associate Dean of Academic Affairs, School of Education Search Committee
2017	Member, Executive Assistant, School of Behavioral and Applied Sciences Search Committee
2017	Planning Committee, Faculty Civil Conversations Event
2016 – 18	Member, Commencement Policy Exceptions Committee
2016 – 18	Member, Azusa Pacific University Trustees' Scholarship Selection Committee
2015 – 2018	Member, Writing across the Curriculum Committee
2016 – 17	Undergraduate Strategic Enrollment Plan, Marketing work group
2016 –17	Member, Start of the Fall 2017 Planning Committee
2016 – 17	Member, Alumni and Career Collaborations Committee
2015 – 17	Title IX Committee, Deputy Coordinator
2016	Member, Degree Program Evaluation Team, University Relations
2016	Member, Doctoral Studies Council
2016	Member, Title IX Coordinator Search Committee
2016	Chair, Program Director, Department of Criminal Justice – Murrieta & Inland Empire Regional Campuses Search Committee (2 positions)
2016	Member, Executive Director, Academic Success Center Search Committee
2016	Member, Associate Director, Graduate Alumni Relations Search Committee
2015	Member, Director, Graduate and Professional Career Development Search Committee

2015 – 16	Member, Fulbright Student Grant Review Committee
2015	Member, Faculty Search Committee, Department of Psychology
2015	Member, Tenure exploration Ad-Hoc Committee
2014 – 15	Member, General Education Redesign Certification Committee
2014	Internationalization Faculty Fellow, Center for Global Learning and Engagement
2014	Member, Education2Vocation Task Force, Office of the Provost
2014	Member, Faculty Search Committee, Department of Leadership and Organizational Psychology
2013	Participant, exploratory trip for South Africa Social Work Semester
2012 – 14	Member, Faculty Search Committee, Department of Social Work
2012 – 15	Member, Undergraduate Studies Council
2010	Member, Public Health program advisory committee
2009 – 2012	Member, Curriculum Management Committee, School of Professional and Graduate Studies
2009	Member, Ethics Center Taskforce
2009, 2011	Member, Colleagues' College Planning Committee
2005 – 2012	Member, Community Plunge Committee
2006 – 2008	Member, Community Life Committee
2008	Member, Student Life Appeals Committee
2008	Member, Honors Program Development Committee
2006	Member, Advancing a Strategy to Increase Cultural and Ethnic Diversity Committee

COMMUNITY/CHURCH SERVICE

2019 – 23	Member, Board of Administration, Free Methodist Church (USA)
-----------	--

2019 – 20	Chair, Diversity Committee, Free Methodist Church (USA)
2017 – 22	Governing Board Member, Glendora Unified School District
2019 – 20	Delegate to General Conference, Southern California Conference, Free Methodist Church (USA)
2018, 2019	Volunteer, Junior Achievement Program, Stanton Elementary School
2018	Planning Committee, <i>Venn Diagram: Asian Identity, Christian, & Politics</i> (in collaboration with Intersarsity Christian Fellowship) – January and July conferences
2017	Phone Bank coordinator, “Yes on Measure GG” Campaign Committee
2017	Planning Committee, <i>Stream of Hope in a Time a Thirst: A Conversation among Asian American Pacific Islanders about Jesus, History, and Public Life</i> (in collaboration with Intersarsity Christian Fellowship)
2017	Member, Measure GG Advisory Group, Glendora Unified School District
2015 –18, 20	Local Control Accountability Plan Committee, Glendora Unified School District
2015 – 17	Board member, Glendora Education Foundation
2014 –16	Vice Chair, Site Council, La Fetra Elementary School, Glendora, California
2010 – 2012	Board President, Community Development Corporation of Grant County, Marion, Indiana
2004 – 10	Board member, Community Development Corporation of Grant County, Marion, Indiana

PROFESSIONAL EXPERIENCE

10/2000-7/2004

Housing Unlimited, Inc.

Associate Director. Rockville, Maryland

- Liaised with government, foundations, corporations for sustainable funding strategies to leverage over \$5 million in grant and loan funds
- Secured the organization’s first award of over \$1million

- Directed site selection, financing, and settlement for project development initiatives
- Property managed supportive housing units for low-income single adults with disabilities
- Fostered and mobilized tenants to develop and build a vibrant tenant empowerment program
- Achieved “Standards for Excellence” certification from the Maryland Association of Nonprofits
- Organized state-wide conferences on supportive independent housing that attracted practitioners, government officials and researchers

9/1999-7/2000 The Collaboratory for Community Support

Research Assistant. Ypsilanti, Michigan

- Assisted in the development of a business plan for a start-up nonprofit
- Convened and facilitated planning meetings for local community economic development initiatives
- Conducted qualitative research with various community organizations that contributed to a Wilder Foundation and Grantmakers for Effective Organizations’ publication “*Community Visions, Community Solutions: Grantmaking for Comprehensive Impact*”
- Developed a research paper on effective community organizing strategies that pursue comprehensive community change

9/1999-7/2000 University of Michigan, University Housing

Assistant Hall Director, East Quadrangle. Ann Arbor, Michigan.

- Assisted the Hall Director with the management and operations of a 850 residential college living-learning environment
- Supervised a team of Resident Assistants (RAs) on programming, student discipline, events, crisis management
- Served as the judicial officer for all student code of conduct issues

7/1998-6/1999 John H. Boner Community Center

Case Manager. Indianapolis, Indiana

- Developed and conducted anger management workshops for suspended students
- Created outcome measurement systems for program
- Developed community assets and needs assessments

2/1998 -5/1998 John H. Boner Community Center

Social Services/Community Outreach Intern. Indianapolis, Indiana

- Co-organized an after-school drug prevention program for low income elementary students
- Facilitated client focus groups on evaluation of organization’s human services delivery

- Compiled an extensive research report on the impact of 1996 welfare reform bill on local congregations

6/1997-8/1997 Lanka Evangelical Alliance Development Service

Community Development Intern. Dehiwela, Sri Lanka

- Conducted qualitative research regarding the efficacy of faith-based drug addiction services
- Developed a continuum of care of faith-based drug rehabilitation services working paper for a coalition of faith-based nongovernmental organizations

1/1997 Gleaner's Food Bank

Outreach Coordinator Intern. Indianapolis, Indiana

- Assisted with state lobbying regarding the Electronic Benefit Transfer legislation
- Conducted a qualitative research project for Second Harvest food supplier
- Developed informational materials for Indiana Food & Nutrition Network

6/1995-8/1995 Lanka Evangelical Alliance Development Service

Full-time Outreach Worker. Dehiwela, Sri Lanka

- Provided support for a community re-development project in a slum community
- Created long term feasibility study of slum re-development program for board of directors
- Provided support for educational workshops regarding community economic development process to refugees in war-affected communities

PROFESSIONAL AFFILIATIONS

Association for Research on Nonprofit Organizations and Voluntary Action
 California School Boards Association
 Council for Christian Colleges and Universities
 International Leadership Association