

Lorena Johnson, M.A., M.P.A.

EDUCATION

May 2001 **University of Illinois**, Springfield, Ill.
Master of Public Administration

May 1998 **University of Illinois**, Springfield, Ill.
Master of Arts, **Communication**

May 1979 **Loyola University of Chicago**, Chicago, Ill.
Bachelor of Science, in **Social Work**
Minor: Speech Communication
Minor: Political Science

Professional Certificates:

June 2005 **Southern Illinois University School of Medicine**, Springfield, IL
Problem-Based Learning

July 2000 **The Institute for Intercultural Communication**, Portland, Ore.
Intercultural Communication Professional Certificate

June 1998 **Parkland College**, Champaign, IL
Classroom Assessment Techniques "C.A.T.'s"

Publications:

Ensuring a Culturally Competent Workforce: A Professional Development Training Model for Leadership Development in the Public Sector of the 21st Century. *The Third Transatlantic Dialogue*. June 2007.

The Certified Public Manager Program of Illinois. *CPMconnection*. Volume 3 Issue 4 December 2006

Art-Centered Diversity Education in Teaching and Learning. *Multicultural Education*. Summer 2002

Books:

God The Mother: A Creation Story. Alexander, Kathya and Johnson, Lorena, S. JAE Publications. 1997 Waukegan, IL

AWARDS

1999 **President Clinton's Initiative on Race, Promising Practice Award**
1997 **Innovative Award**, Illinois Council for Continuing Higher Education
1991 **Who's Who in Universities and Colleges**

PROFESSIONAL HISTORY

PROGRAM MANAGEMENT AND COORDINATION EXPERIENCE

CPM Program Director, University of Illinois - Springfield

- Directs the Certified Public Manager Program of Illinois.
- Designed, developed, and implemented the Certified Public Managers Program of Illinois.
- Designs and develops both online, blended, and in classroom CPM courses.
- Develops and publishes CPM training schedule and calendar.
- Coordinates training logistics.
- Prepares annual program work plans.
- Prepares and implements annual program evaluation of the CPM Program.
- Oversees the process for the national accreditation of the CPM Program.
- Prepares annual reports for the National Certified Public Manager Consortium.
- Develops and oversees Certified Public Manager Program of Illinois website.
- Coordinates and directs Certified Public Manager Program Advisory Board.
- Design, develop, and directs Certified Public Manager Customized Training and Technical Assistance Program.
- Designs and develops customized training proposals for local, state, and non-profit agencies and organizations.
- Designs and develops customized training programs for local, state, and non-profit agencies and organizations.
- Work with ILLAP Director and Assistant Director in the development of the CPM Program budget.
- Meets regularly with local, state, and non-profits directors and CEOs regarding the CPM Program.
- Develops and implements annual marketing plan for CPM Program
- Writes proposals for customized training contracts.
- Acquires contracts and agreements with local, state and non profit agencies and organizations for customized professional development trainings.
- Supervises CPM program assistant and graduate assistant.

Program/Training Manager, The Ounce of Prevention, Springfield and Chicago Ill.

- Managed and coordinated a statewide OPF Training Institute for social service professionals and paraprofessionals.
- Directed, planned, and organized multi-disciplinary training event planning teams.
- Developed and coordinated the implementation of annual work plan for OPF Training Institute.
- Coordinated training event planning, registration, logistics, and training event budget expenditures.
- Coordinated statewide assessment of site training needs through event evaluation, subcontracts and quarterly reports.
- Oversaw the site subcontracts for program quality, fidelity to the OPF Best Practice Standards, and negotiate, review, and approve program amendments.

- Developed and reviewed site support plans and implemented annual mid-year assessment meetings.
- Created and monitored improvement plans for programs that failed to meet service requirements.
- Provided consultation to state funded community-based programs in areas of program planning and development, hiring, supervision, staff development, and organizational change.
- Supervised Program Senior Advisor and Training Resource Associate.

Diversity Education Training Specialist, Parkland College, Champaign Ill.

- Developed a three year strategic plan for implementation of IBHE Faculty and Staff Development Diversity Education Grant.
- Coordinated, organized, and planned district and statewide faculty and staff professional development conferences, symposiums, and institutes.
- Provided consultation to K-12, college and university faculty, staff and administrators in diversity education organizational change and curriculum development nationally and statewide.
- Developed and coordinated a multicultural education resource center for K-12, college and university faculty instructional support.
- Managed and maintained program website.
- Developed and designed evaluation tools and strategies to assess campus and classroom climate.
- Created, developed and coordinated educational materials, tools and resources for diversity education presentations and workshops.

Program Coordinator Information and Referral Office, Parkland College Champaign Ill.

- Coordinated a centralized information and referral center for Parkland College students.
- Coordinated with the Parkland College Adult Education Department to create a bridge program to assist students in the transition into college level courses.
- College liaison to local community social service network of agencies.
- Developed internal referral systems to link students to community services.
- Maintained grant compliance.
- Provided annual reports to the Illinois Community College Board containing data and information of program's outcomes and achievements.
- Provided counseling and guidance to students in their adjustment to the college environment.
- Maintained the Illinois Resource Information System (IRIS).
- Assisted students in identifying barriers, developing career and academic plans.
- Maintained budget compliance.
- Designed the program's promotion and information brochure.

TRAINING DESIGN, DEVELOPMENT, AND IMPLEMENTATION

Program Manager and Coordinator, University of Illinois - Springfield

- Designed and teaches the following CPM courses:
 - Leadership and Management: A Self Assessment
 - Introduction to Effective Supervision: A Two Day Seminar
 - Cultural Competency and the Public Sector Workplace of the 21st Century
 - Building Effective Partnerships in the Public Sector
 - Learning Styles: Building Effective Cross Cultural Teams
- Designs, develops and facilitates the following online CPM course pre and post activities and assignments.
 - CPM 100 Leadership and Management
 - CPM 101 Introduction to Effective Supervision
 - CPM 110 Team Building and Team Management
 - CPM 120 Succession Planning/Orientation and Mentoring
 - CPM 130 Conflict Management
 - CPM 200 Leadership, Ethics, Values and the Public Manager
 - CPM 210 Cultural Competency and the Public Sector Workplace
 - CPM 220 Program/Project Management: Problem Analysis and Problem Solving
 - CPM 260 Contemporary Issue in Public Policy and the Public Manager

Program/Training Manager, The Ounce of Prevention, Springfield and Chicago Ill.

- Directs, plans, and organizes multi-disciplinary training event planning teams.
- Establishes and manages training consultant contracts.
- Lead role for OPF in coordinating conference event/planning.
- Develop evaluation tools and forums to assess training effectiveness.
- Plan and organize activities for the publication of the two-year OPF PTS Training Institute Handbook.
- Designed, developed, and presented the following staff development trainings:
 - The Family's Way: The Impact of Culture on Parenting
 - Parent Group Facilitation and Dynamics I and II
 - The Alternative Fairy Tale Storybook Project
 - Adolescent Development and Its Impact on the Helping Relationship
 - The Art of Documentation
 - Family Life Education
 - Human Sexuality for Professionals: A Board Game
 - Child Abuse Recognition and Response: Training for Mandated Reporters
 - Toddlerhood: Living Life as a Toddler
- Designed the following online staff development trainings:
 - Child Abuse Recognition and Response: Training for Mandated Reporters
 - The Art of Documentation

- Created and presented staff development training for Human Resources: Learning Styles and Effective Supervision.
- Represents the organization on the Cultural Competence Committee for Illinois Children's Mental Health Partnership Consortium.

Diversity Education Training Specialist, Parkland College, Champaign Ill.

- Provided diversity education professional development workshops for K-12, college and university staff and faculty across the state and nationally.
- Designed, developed, and presented a seven-part workshop series entitled: *Cultural Diversity in Education: A Faculty and Staff Development Program*. Presented to faculty and staff at the following K-12, colleges and universities: **University of Illinois-Urbana, University of Illinois- Springfield Ill., Eastern Illinois University-Charleston Ill., Milliken University-Decatur, Ill., Miami University of Ohio-Middletown OH., Villanova University-Villanova. PA, Michigan State University-East Lansing MI, Richland Community College-Decatur Ill., Lakeland Community College-Mattoon Ill., Moraine Valley Community College-Roberson Ill., Prairie State Community College-Oakton Ill., Kankakee Community College-Kankakee Ill., Kishaukee Community College-Dekalb Ill., Black Hawk Community College-Moline Ill., Lakeview College of Nursing-Danville Ill., Danville Area Community College-Danville Ill., Heartland Community College-Bloomington Ill., St. Louis Community College-St. Louis Mo., LincolnLand Community College-Springfield, Ill., McHenry Community College-Crystal Lake Ill., Horry-Georgetown Community College-Myrtle Beach SC., Head Start of Champaign/Ford County Ill., Champaign-Ford County School District 104, Champaign/Ford County Regional Planning Commission.**
- Developed, designed and presented the following workshop: *Actualizing Diverse Hiring Policies in Schools and Colleges: Uncovering Cultural Biases in the Search and Hiring Process*.
- Developed, designed, and presented Cultural Diversity in Business, a four-part series workshop for local business and social service agencies.
- Coordinated, organized, and planned the following district and statewide faculty and staff professional development conferences and institutes:
 - **Parkland College Summer Institute, *Gender, Race Culture and Identity Development: Understanding Cultural Identity Dynamics in the Classroom and in the School/College*** June 21 – 24, 1999.
 - **Parkland College Symposium, *Creating and Implementing A Multicultural Vision for Our Schools and Colleges***, April 29 – 30, 1999.
 - **Parkland College Symposium, *Creating Inclusive Classrooms, Schools and Colleges—New Theories, New Strategies***, April 20 – 21, 1998.
 - **Parkland College Summer Institute, *Becoming a Diversity Educator In Schools and Colleges: Issues, Resistances, and Strategies***, June 16 – 18, 1997.
 - **Parkland College Statewide Conference, *Getting Down to Business: Making Gender-Balanced, Multicultural Education A Reality in Illinois Schools***, November 11 – 13, 1993.

- Developed and designed an art-centered approach to diversity education for art professionals, arts organizations, K-12, college and university faculty and staff.
- Designed and developed an interdisciplinary community college course entitled *Culture, Race, and Gender*.

WORKSHOP DESIGN AND PRESENTATION EXPERIENCE

Designed and presented the following workshops:

- *Challenging the Myth of Deficiency*, **Sangamon State University Conference on Multicultural Education in the Schools**, Springfield, Ill., 1992.
- *Working with Diverse Populations*, **Crisis Nursery** volunteer in-service training workshop, Urbana, IL. 1995.
- *How Cultural Myths Influence Communication Among Culturally Diverse Groups*, **Parkland College Business Training Center**, Champaign, Ill., 1995.
- *Recruiting Minorities*, **The Champaign Council On Volunteerism**, 1996.
- *Working With Culturally Diverse Communities*, **Urbana Police Department**, 1996. Urbana, IL
- *Working With the Culturally Different*, **Carle Hospital Hospice Program**, 1997.
- *Taking a Multicultural Perspective*, **Parkland College Diversity in the Workplace Seminar**, Champaign, Ill. 1997.
- *Coping With Racism, Skills for Self-Empowerment*, **Parkland College Black Student Association** In-service, 1997.
- *Non-verbal Communication*, **University of Illinois Principal Scholars Program**, Champaign, Ill 1997.
- *The Roots of Homophobia in the Black Community*, **Parkland College Student Government**, Champaign, Ill. 1997
- *Classism and Racism*, **A Woman's Place Domestic Violence Shelter** In-service Workshop, Champaign, Ill., 1996, 1997, 1998, 1999.
- *Understanding Culture: How Culture Shapes Our Reality*, **Heartland Community College Diversity Celebration**, Bloomington, Ill., 1999.
- *African American Feminist Art: Resisting The Stereotypes*, **University of Illinois Women's Center**, Springfield, Ill., 1999.
- *Communication Across Cultures*, **Springfield School District 186**, Springfield, Ill., October 1999.
- *Communication Across Cultures*, **Decatur YWCA Healing Racism Conference**, Decatur, Ill. November 1999.
- *African American Feminist Art: Resisting The Stereotypes*, **Krannert Art Museum**, Urbana, Ill., October 4, 2000.
- *African American Art Aesthetics, Resisting The Stereotypes*. **University of Illinois Springfield**. February 27, 2001, Springfield, IL
- *Ways of Looking: Female Gaze In Art*. **University of Illinois Springfield**, January 31, 2002, Springfield, IL

- *Reducing the Crisis in Environmental Health through Cultural Competence. The Crisis in Environmental Health Conference.* March 6 -7, 2007. University of Illinois – Springfield. Springfield, IL
- *Culture and Mediation. University of Illinois – Springfield,* January 13, 2007.
- *Cornerstones in Cultural Competency: Strategies for Partnering with Families. Prevent Child Abuse America Illinois Conference.* October 25, 2007, Springfield, IL

Presented Papers at the following conferences:

- **Illinois Council of Vocational Administrators and Illinois Association of Vocational Education Special Needs Personnel Fall Conference,** *The Challenge of Change: Networking With Hard To Reach Populations,* November 22, 1993 Moline, IL
- **National Council on Black American Affairs Conference,** *Transforming Institutions,* October 15, 1995, Chicago, IL
- **Illinois Committee on Black Concerns in Higher Education Conference,** *Uncovering The Hidden Curriculum and Creating Inclusive Classrooms,* October 12, 1997, Oak Brook, IL.
- **National Women’s Studies Conference, Women’s Creativity,** *Summoning The Sacred: The Art of African American Women.* June 17, 1997, St. Louis, Mo.
- **The Illinois Council on Continuing Higher Education Conference,** February 18 – 21, 1998. Chicago, IL
- **The Young Learners Conference,** *Learning Styles and Culture.* April 25, 1998, Champaign, IL
- **PTA Statewide Conference,** *The Changing Demographics and Its Impact on Education.* May 1, 1998, Champaign, IL.
- **Illinois Community College Board of Trustees Conference,** *Creating Inclusive Classrooms.* March 11 – 13, 1999, Chicago, IL.
- **Illinois Consortium for Educational Opportunity Program Conference,** November, 12 – 14, 1999, *African American Feminist Artists: Resisting the Stereotypes,* Kalamazoo, MI.
- **The Illinois Community College System: Teaching, Learning, and Excellence Conference.** *Best Practices Past, Present, and Future.* November 3, 2000.
- **Illinois Consortium for Educational Opportunity Program Conference,** November 13 – 15, 2000, *Art As Window and Mirror,* Northbrook, Ill.
- **University of Illinois Springfield, College of Education,** April 19 & 24, 2001. *Art As Window and Mirror: Creating A Culturally Inclusive Classroom.* Springfield, Ill.
- **The National Association For Multicultural Education,** *Art As Window and Mirror: An Art-Centered Approach To Diversity Education in Teaching and Learning.* May 31, 2001, Seattle, WA

- Cultural Diversity Conference, *Art-Centered Diversity Education*. **Richland Community College**, June 7, 2001. Decatur, IL
- *Ounce of Prevention Fund Training Institute at the Crossroad: Poster Board Presentation*. **National Staff Training Development Association Conference**, November 1, 2004, Chicago, IL
- *Ensuring a Culturally Competent Workforce: A Professional Development Training Model for Leadership Development in the Public Sector of the 21st Century*. **The Third Transatlantic Dialogue**. May 31 - June 2, 2007, University of Delaware, Newark, Delaware.

TEACHING EXPERIENCE

- 1995 – 1999 **Parkland College**, Champaign Ill.
Adjunct Faculty:
 Taught the course “Women in Art, Culture and Society”
- 1996 – 1999 **Parkland College**, Champaign Ill.
Adjunct Faculty:
 Taught Community Education workshops:
 “Community Diversity Education”
- 1992 – 1998 **Danville Area Community College**, Danville Ill.
Adjunct Faculty:
 Taught the course “Race and Ethnic Relations”
 Taught the course “Psychology of Human Development”
 Taught the course” Introduction to Psychology
- 1993 – 1997 **Parkland College**, Champaign Ill.
Adjunct Faculty:
 Taught the course “Orientation to Success”
 Taught the course “Community Problems, Community Resources”
- 1991 – 1993 **Parkland College**, Champaign Ill.
Adjunct Faculty:
 Community-Based workshops: “Communication and Human Relations”
- 1991 – 1992 **Heartland Community College**, Bloomington Ill.
Adjunct Faculty: Taught the course “Introduction to Sociology”
- 1991– 1992 **LincolnLand Community College**, Springfield Ill.
Adjunct Faculty: Taught the course “Psychology of Adjustment”

SOCIAL SERVICE CASE MANAGEMENT

Social Worker II and Assistant Supervisor. Illinois Department of Children and Family Services. Chicago and Springfield, Ill.

- Licensed child welfare institutions, agencies and day care centers.
- Advised child welfare agency boards
 - Evaluated annual budgets
 - Assessed and evaluated child welfare agency programs policies and procedures
- Prepared annual licensing reports
- Assistant supervisor of a unit of twenty child welfare staff.
 - Assigned and reviewed caseloads
 - Trained new staff
 - Interviewed proposed new staff
- Managed a caseload of 75 to 150 children and their families
 - Developed treatment plans
 - Investigated reports of child abuse and neglect
 - Coordinated the placement of children into substitute care facilities
 - Prepared cases for court disposition
 - Coordinated, planned and conducted workshops for child welfare agencies and group home staff on licensing policies and procedures.
 - Conducted training on child abuse prevention and awareness.

VISUAL ARTIST

- **Period Gallery 10th Annual International Exhibition.** September 1 – November 30th, 2003. Omaha, Neb.
- **Krannert Art Museum,** *Summoning the Sacred: The Art of Lorena Johnson,* November 16, 2002 – January 3, 2003
- **Springer Cultural Art Center,** *The Secret Garden,* February 27 – March 18, 2002, Champaign, IL
- **Cultural Arts Gallery.** *Spiritual Places.* December 4- January 21, 2001. University of Indiana-Purdue University, Indianapolis,
- Cover of **The Octopus,** January, 28 - February 3, 2000. Champaign, Ill.
- Cover of **The Illinois Times,** February 4, - February 9, 2000. Springfield, Ill.
- Cover of **The Illinois Times,** March 2, - March 8, 2000. Springfield, Ill.
- Cover of **The Illinois Times,** May 11, - May 17, 2000. Springfield, Ill.
- **The Springfield YWCA** *Summoning The Sacred: The Art of Lorena Johnson,* Solo exhibit. May 15 – August 15, 2000. Springfield, Ill.
- **WomanMade Gallery.** *Storytelling Exhibit.* November 23 – December 23, 2000 Chicago, Ill.
- **Syracuse Workers Inc.** 1999 Women's Date Calendar, *Hallelujah,* 1998.

- **University of Illinois Springfield Women's Center.** Solo Exhibit entitled, *God The Mother*. November 11 – December 11, 1998.
- **In Her Image** *Earth Muse*, two artists exhibit, October 2 - November 2, 1998. Portland, Oregon.
- **Period Gallery** Spiritual Art National Juried Exhibition. December 7 – December 28, 1998. Omaha, Neb.
- **Spirit of Woman in the Moon Magazine.** Cover of Winter Issue, 1998. San Diego, Cal.
- **Illinois Committee for The National Museum of Women in the Arts.** Regional Finalist for *Illinois Women Artist: The New Millennium Exhibition*. October, 1998.
- **The University of Illinois Springfield Art Gallery.** *The Color of Art*. February 8- February 22, 1999. Springfield, Ill.
- **Gallery 510** *Winter Thaw National Juried Exhibition*. March 5 – April 5, 1999. Decatur, Ill.
- **Gallery E.G.G.** *Enchanting The Millennium: Postmodern Mythology Invitational*, April 1 – June 30, 1999. Chicago, Ill.
- **In Her Image Gallery.** *Recycle Exhibit*. May 15 – June 15, 1999. Portland, Ore.
- **ARC Gallery** *Regional VI Exhibition*, June 29 – July 31, 1999. Chicago, Ill.
- Cover of **The Octopus**, August 6, - August 12, Champaign, Ill.
- **The Illini Union Art Gallery.** *Visions*. September 1 – October 1, 1999. Urbana, Ill.
- **Parkland College Office of Women's Programs Benefit.** Designed poster for *In Praise of Women of Color*, May, 1995.
- **YWCA Women's Art Exhibit.** Urbana, Ill., 1996.
- **University of Illinois Springfield Gallery.** *Reflection of Black Artists in Illinois*, February 1 – 8, 1996.
- Published *God The Mother, A Creation Story*, Waukegan, Ill.: JAE Publishers, 1997.
- **Illinois Coalition Against Sexual Assault**, Holiday Card, *Heavenly Creator*, 1997.

Lecturer

- **Marquette University Women's Studies Program Conference, Women and Creativity 2: Women as Artist and Subjects**, *Summoning the Sacred, Exploring the Soul of Black Women Through Art*. March 25, 1999. Milwaukee, Wis.
- **University of Illinois Springfield.** *Summoning The Sacred, The Art of Lorena Johnson*, February 27, 2001.
- **Parkland College.** *Celebrating Visual Artists*, March 7, 2001. Champaign, Ill.
- **University of Illinois Springfield.** *A Different Voice: Women In Art*, January 30, 2002.

Curator:

- **University of Illinois Women's Center and Art Gallery, *Sacred Circles: An Exhibit of Women's Art*.** March 1 – March 31, 2000. Springfield, Ill.
- **Springfield Art Association, *The New Millennium Exhibition*.** December 1 – January 31, 2000. Springfield, Ill.

COMPUTER SKILLS:

- Microsoft Word XP
- Power Point
- Excel
- Access
- FrontPage
- Publisher

MEMBERSHIPS:

- The National Association For Multicultural Education
- The National Certified Public Managers Consortium

WORK HISTORY

- 2006 – Present **Program Director**, Certified Public Manager Program of Illinois
University of Illinois - Springfield
- 2001 – 2006 **Program/Training Manager**, Ounce of Prevention Fund,
Springfield and Chicago, IL
- 2001 – Present **Diversity Education Consultant**, DiversityWorks Inc. Champaign, IL
- 1999 – 2001 **Diversity Education Consultant and Educator**, Parkland College,
Champaign, IL
- 1993 - Present **Visual Artist**, Champaign and Springfield, IL
- 1995 - 1999 **Diversity Education Training Specialist**, Parkland College
Champaign, IL
- 1993 – 1995 **Program Coordinator, Information and Referral Office**, Parkland College,
Champaign, IL
- 1991 – 2000 **Adjunct Faculty**, Parkland College, Champaign, IL, Danville Community College,
Danville, IL, Heartland Community College, Bloomington, IL,
Lincoln Land Community College, Springfield, IL
- 1985 – 1989 **Assistant Supervisor**, Illinois Department of Children and Family Services,
Springfield, IL
- 1979 – 1985 **Social Worker**, Illinois Department of Children and Family Services,
Springfield and Chicago, IL