

**Curriculum Vitae**  
**DR. ROBERT T. CROUCH**

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Office for Institutional Equity  
Diversity, Equity and Inclusion Division  
Duke University-Duke University Health System  
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**EDUCATION**

**Ed.D. Gardner-Webb University, Boiling Springs, NC**

Doctorate: Education, 2015

Dissertation: "A Study of the Perceptions of Diversity and Inclusion Initiatives in Producing Improved Productive Work Cultures"

Committee: Sydney Brown (Chair), Jennifer Putnam and Brett J. Truitt

**MPA North Carolina Central University, Durham, NC**

Master of Public Administration, 1993

Master's Paper: "Policy and Practices for the Office of Staff Development and Training: North Carolina Department of Correction"

**B.S. Fayetteville State University, Fayetteville, NC**

Bachelor of Science in Business Administration, 1976

**PROFESSIONAL EXPERIENCE**

**Duke University-Duke University Health System, Durham, NC, 2003-Present**

**Office for Institutional Equity**

**Assistant Director-Diversity, Equity & Inclusion**

- Provide training and learning experiences in cross cultural, diversity and inclusion for employees at every level.
- Serve in consultative capacity and provide support for managers and directors in cross cultural understanding, strategic planning and interventions.
- Initiate programs and services, design appropriate strategies to create, support, encourage and reinforce equity in specific work areas in collaboration with the Vice President for Institutional Equity, the Director of Diversity, Equity and Inclusion Programs, and other OIE and University and Health System staff.
- Design initiatives, programs and interventions consistent with the University's diversity strategies and goals.

**North Carolina Department of Correction, Raleigh, NC, 1987-2003**  
**Office of Staff Training and Development, In-Service Section**  
**Correctional Training Instructor II**

- Developed educational programs and provided instruction and training for teaching professionals within the Department.
- Served as a consultant for managers within the Divisions of Prisons, Division of Community Corrections and outside agencies on employee development issues.
- Developed multi-course educational programs for the department's 18,000 employees, including extensive research and needs assessments for budgeting equipment, administrative concerns and evaluations of program effectiveness.
- Provided leadership for the development and implementation of a successful pilot program for the Youth Command which was subsequently adopted by several other states.
- Provided instructor training and development in sexual harassment, cultural diversity, performance management systems, leadership, unlawful workplace harassment, firearms, self-defense and other areas. Primary contributor to development of Cell Extraction Policy and Training Program.

**North Carolina Central University, Durham, NC- 2003-Present**  
**Adjunct Instructor**

Develop syllabi and teach a variety of courses in the Department of Criminal Justice. Introduction to Corrections; Introduction to Criminal Justice; Seminar in Contemporary Problems in Criminal Justice; Correctional Theory and Practice; Legal Aspects of Correction; Ethics in Criminal Justice

**Mount Olive University, Durham, NC, 2003-2011**  
**Adjunct Instructor**

Taught a variety of courses in the areas of Business, Criminal Justice; Health Administration; Human Resource Management; Leadership; Principles of Management; Minority Issues in Criminal Justice; Gender Issues in Criminal Justice

**Operation Sickle Cell Incorporated, Fayetteville, NC, 1978-1987**  
**Health Educator**

- Developed and implemented community education programs to inform the public about the disease sickle cell anemia, including risk factors effects and treatment availability.
- Assisted in the research and writing of grant proposals. Defended proposals to National Institutes of Health representatives and prepared status reports.
- Coordinated fund-raising activities and served as community liaison with medical, educational, business and social institutions.
- Provided individual and family counseling, working closely with local support service agencies.

## **PUBLICATIONS**

Dissertation: (2015), "A Study of the Perceptions of Diversity and Inclusion Initiatives in Producing Improved Productive Work Cultures", Gardner Webb University

## **PRESENTATIONS**

### ***Diversity and Inclusion: Creating and Enhancing Respectful Work Environments***

Durham, North Carolina, 2023

Presenter: Training and coaching provided to staff and management at Duke Regional Hospital on behalf of Human Resources and Facilities Management

### ***Cultural Competency Training***

Butner, North Carolina, 2021, 2016

Presenter: Training provided to N.C. Department of Health and Human Services  
Staff Development: Murdoch Developmental Center

### ***Diversity and Inclusion: Implications of Implicit Bias in the Workplace***

Raleigh, North Carolina, 2017

Presenter: Training provided to the Health Sciences Division  
Wake Technical Community College

### ***Human Diversity Training: Working Successfully in a Diverse, Inclusive and Respectful Environment Part II***

Mooresville, North Carolina, 2016-2017

Presenter: Training provided to Mooresville Graded School District

### ***Diversity Inside the Legal Realm***

Durham, North Carolina, 2016

Presenter: Workshop presented to North Carolina Association for Career and Technical Education: NC ALIVE - North Carolina American Leadership Institute for Vocational Educators

### ***Generational Diversity in the Workplace: The Importance of Creating a Culture of Inclusion***

Butner, North Carolina, 2016, 2015

Presenter: Workshop provided to the Federal Bureau of Prisons

### ***Human Diversity Training: Stereotypes and Biases-How they Impact Our Decisions and Behavior Part I***

Mooresville, North Carolina, 2015-2016

Presenter: Training provided to Mooresville Graded School District

### ***Diversity and Inclusion: Generational Diversity***

Butner, North Carolina, June 2015

Presenter: Workshop provided to Federal Bureau of Prisons

**Generational Diversity in the Workplace: Creating a Culture of Inclusion**

Durham, North Carolina, 2015

Presenter: Workshop provided to North Carolina Diversity Council

***North Carolina Re-entry Action Project***

Durham, North Carolina, 2010, 2011, 2012

Convener/Coordinator: Regional Re-entry Conference

***Creating a Respectful Workplace for Diverse Populations***

Durham Public Schools, Durham, North Carolina, 2007

Presenter: Workshop provided to Southwest Elementary School

***The Impact of Cross-Cultural Communication and Personality Traits on Work Teams***

Durham, North Carolina, 2006

Presenter: Training provided to Durham Public School System Support Staff

**CONFERENCES**

***National Coalition Building Institute (NCBI)***

International leadership development conference focused on elimination of racism and other forms of oppression; cultural competence; collaboration and partnerships; and effective relationships within and across group identities.

Washington, DC

***The National Conference on Race and Ethnicity in American Higher Education (NCORE)***

Leading and most comprehensive national forum on issues of race and ethnicity in American higher education

San Francisco, 2016

Chicago,

National Harbor, Maryland,

New York,

***The Society for Diversity National Conference***

Specializes in workplace equity and inclusion for educational institutions, governmental agencies and other corporations to achieve their diversity and inclusion organizational goals

Orlando, Florida,

**ADVISORY BOARDS AND CIVIC ORGANIZATIONS**

**The Office for Institutional Equity Advisory Committee**

Duke University, Durham, North Carolina

**Chair: North Carolina Re-Entry Action Project Executive Steering Committee**

North Carolina Central University, Department of Criminal Justice, Durham, North Carolina

### **SPECIALIZED TRAINING**

#### **Racial Equity Institute**

Duke University: School of Nursing, Durham, North Carolina  
Training designed to help leaders and organizations who want to proactively understand and address racism, both in their organization and in the community

### **AWARDS AND RECOGNITIONS**

#### **Member Kappa Delta Pi**

International Honor Society in Education

#### **Outstanding Service and Leadership Award**

Center for the Advancement of Justice and Policy,  
North Carolina Central University, Durham, North Carolina

#### **Alex Almay Award Recipient**

North Carolina Department of Correction

#### **Man of the Year Nominee**

Civic and Community Service  
Spectacular Magazine

### **COURSES TAUGHT**

#### **North Carolina Central University**

CRIM 2450 Introduction to Corrections  
CRIM 2470 Jail Policy and Practice  
CRIM 2250 Introduction to Criminal Justice  
CRIM 4210 Seminar in Contemporary Problems in Criminal Justice  
CRIM 3070 Correctional Theory and Practice  
CRIM 4350 Legal Aspects of Correction  
CRIM 4160 Correctional Counseling (Undergraduate Level Course)  
CRIM 2510 Corrections in the Community  
CRIM 5215 Correctional Counseling and Treatment (Graduate Level Course)  
CRIM 4000 Criminal Justice Practicum

#### **Mount Olive University**

Human Resource Management  
Leadership; Principles of Management  
Minority Issues in Criminal Justice  
Gender Issues in Criminal Justice

### **LICENSURE AREAS**

Curriculum and Instruction: Curriculum Instructional Specialist  
Doctoral Level