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EDUCATION

Ph.D., Educational Administration, Miami University, Oxford, Ohio 2006

Cross-Cultural Mentoring: An Examination of the Perspectives of Mentors

One of the only dissertations to examine the experiences of mentors who have successfully mentored individuals across cultural divides, such as race, ethnicity, gender, or socioeconomic status.

Mediation Training Certificate, The Lyndon B. Johnson School of Public Affairs, Austin, Texas 1996

MPH, Public Health Administration, Specialty in Community Health Services 1973

University of Michigan, Ann Arbor, MI

Bachelor of Science, Sociology, Tuskegee Institute (Tuskegee University), Tuskegee, Alabama 1971

PUBLICATIONS

“The Heart of It All: Cross-Cultural Mentoring During a Pandemic.” *Liberal Education Blog*, May 27, 2020, Association of American Colleges and Universities.

Crutcher, Betty Neal; Harrell, Joan R.; Wilson, Wylin. "Transforming the Negative Legacy of the Unethical United States Public Health Service Syphilis Study." *Diversity and Democracy*, 2018 Summer Issue, Association of American Colleges and Universities

“A Personal Connection.” *Vital Speeches of the Day*, January 2018, pages 16-17.

Crutcher, Betty Neal; Harrell, Joan R.; Wilson, Wylin. “Transcending the Legacy of Silence and Shame Surrounding the Unethical Syphilis Study at Tuskegee.” *Diverse Issues in Higher Education*, March 9, 2017, Vol. 34, No. 4.

“Cross-Cultural Mentoring: A Pathway to Making Excellence Inclusive.” *Liberal Education*, 2014 Spring Issue, Association of American Colleges and Universities.

A Response Essay to Joan Harrell’s Keynote Presentation: “Why Are We Here? Communal Bad Blood Perpetuates a Legacy of Mistrust.” *Journal of Health Care, Science and the Humanities*, Vol. 4, No. 1, 2014

Niu, Nina N.; Syed, Zeba A.; Krupat, Edward PhD; Crutcher, Betty N. PhD, MPH; Pelletier, Stephen R. PhD; Shields, Helen M. MD. “Impact of Cross-Cultural Interactions on Medical Students’ Preparedness to Care for Diverse Populations,” published in *Academic Medicine*, November 2012, 87(11), pages 1530-4.

“Hope: Helping Others Prepare for Education through Cross-Cultural Mentoring,” a review of *A Handbook for Women Mentors: Transcending Barriers of Stereotype, Race, and Ethnicity*, edited by Carole A. Rayburn, Florence L. Denmark, Mary E. Reuder, and Asuncion Miteria Austria, Santa Barbara, CA, Praeger Publishing, 2010, and published in *Sex Roles: A Journal of Research*, July 2011, (65), pages 888-890.

“Mentoring Across Cultures.” *Academe*, 2007, Volume 93, American Association of University Professors.

CROSS-CULTURAL MENTORING INITIATIVES AND ENGAGEMENTS

DISTINGUISHED FACULTY-RESPONDENT, Public Health Ethics Intensive Course, Tuskegee University, 2013

CO-FOUNDER, Seeds of Hope, Mentoring Initiative for high school and college students wanting to further their education in the medical sciences, and to foster a sense of altruism, cultural respect, and ethical leadership, in collaboration with founder, Dr. Martha Cesena, Harvard Medical School affiliate 2011-present

UNIVERSITY SCHOLAR, THE BIOETHICS CENTER, Tuskegee University 2011-present

RESEARCH ASSISTANT with Dr. Helen Shields,

Associate Master, Oliver Wendell Holmes Society, Harvard Medical School 2010-2014

HARVARD SENIOR FELLOW, Oliver Wendell Holmes Society 2009-2014

MEMBER, Harvard Medical School, Cross Cultural Care Committee 2009-2014

FACULTY, Harvard Medical School Continuing Education Program 2009-2014

PRESENTATIONS AND PANEL FACILITATIONS

PRESENTER, *Belonging: Why It Is Important*, Intersections, University of Richmond, Richmond, Virginia, February 23, 2022

PRESENTER, *The Mentorship Mystery: Framework, Theory, & Practices to Maximize Your Relationship with Mentors*, W. Montague Cobb/NMA Health Institute, Zoom Webinar, January 27, 2022

PRESENTER, *Getting the Most Out of Your Workforce: Improving Communication*, Defense Logistics Agency Aviation Senior Leadership Conference, Richmond, Virginia, November 17, 2021

PRESENTER, *The Seeds of Hope: Challenges in Establishing a Cross-Cultural Mentoring Program*, Jessica Henderson Daniel Fishbowl Grand Rounds, Department of Psychiatry & Behavioral Sciences & Office of Health Equity and Inclusion, Boston Children’s Hospital, Boston, Massachusetts, October 13, 2021

PRESENTER, Introductory Remarks for author and food historian Francine Segan, “Shakespeare’s Kitchen: Peacocks and Pageantry.” The Woman’s Club, Richmond, Virginia, October 11, 2021

PRESENTER, *Living with Diversity: Heart-based Mentoring for Today*, The Bon Air Woman’s Club, Richmond, Virginia, September 16, 2021

ADJUNCT PROFESSOR & CO-TEACHER, “Re-imaging American Democracy: Learning from the Life of Wyatt Tee Walker,” Leadership Studies, University of Richmond, Richmond, Virginia, Fall Semester, 2021 August 16, 2021

PRESENTER, *Healing and Mending Our Relationships*, Carson Series Online/Healing and Mending Our Relationships, Institutions, History, and Faith, First Presbyterian Church, Richmond, Virginia, March 3, 2021

PRESENTER, *Race, Health Disparities, and Religion*, Black Seminarian Union’s Black History Month Seminar, Duke University Divinity School, Durham, North Carolina, February 24, 2021

PANEL MEMBER, *Trauma to Triumph: Lessons from Tuskegee in this Season of Covid-19*, Online Seminar, Roxbury Presbyterian Church, Boston, Massachusetts, February 1, 2021

PRESENTER, Introductory Remarks for University of Richmond Neuroscience Professor Kelly Lambert and head of the UR Lambert Behavioral Neuroscience Laboratory, “Fine-tuning Our Brains for Optimal Performance.” The Woman’s Club, Richmond, Virginia, January 25, 2021

PANEL MEMBER, ChinaFest: The Irby B. Brown Opening Lecture with Ms. Yue Sai Kan, *Journeying Through a Changing China, the China I Know*. A Collaboration between the University of Richmond and the Virginia Museum of Fine Arts, January 19, 2021

FACILITATOR & MENTOR, Cross-Cultural Mentoring for International Interior Design Association – New York City Chapter Leadership. Online mentoring and coaching, Ongoing, Fall 2020 - Spring 2022

FACILITATOR & MENTOR, Cross-Cultural Mentoring for Faculty and Science Peer Advisors, Round Two, online cross-cultural mentoring sessions with individual science faculty and cohort of underrepresented student mentoring advisors, Roosevelt University, Department of Biological, Physical, and Health Sciences, Howard Hughes Medical Institute Inclusive Excellence Grant, Roosevelt University, Chicago, Illinois, Ongoing, Spring & Fall, 2020.

PRESENTER, *Reflections on a 40-year Partnership with UR President Ronald A. Crutcher*, President's Forum for Valentine's Day, University of Richmond, February 10, 2020

PRESENTER, *Intentional Cross-Cultural Mentoring Conversations*, Roosevelt University, Department of Biological, Physical, and Health Sciences, Howard Hughes Medical Institute Inclusive Excellence Grant, Roosevelt University, Chicago, Illinois, February 3, 2020

PRESENTER, *Introductory Remarks for Former Astronaut and UR Graduate Leland Melvin*, The Woman's Club, Richmond, Virginia, November 11, 2019

PANEL MEMBER, *Ascend and Lead/A Women's Empowerment Forum: It Starts with Education*, Virginia Museum of Fine Arts, Richmond, Virginia, October 19, 2019

PRESENTER, *Welcoming Remarks: Honoring Our Legacy, Advancing the Dream*, Cobb Institute Board Meeting, University of Richmond, September 2019

PRESENTER, *Cross-Cultural Mentoring: Helping to Create Continuous Caring for Ourselves and Others at the University of Richmond*. University Staff Advisory Council, University of Richmond, September 10, 2019

PRESENTER, *Cross-Cultural Mentoring in a Multicultural World/Expanding the Beloved Community to All*. Virginia Foundation for Independent Colleges, Richmond, Virginia, June 11, 2019

PRESENTER, *The Listening Exercise/Listening with the Heart*. The 45th Eastern Area Conference, The Links, Inc., Operational Workshop/Organizational Effectiveness, Atlantic City, New Jersey, April 27, 2019

PRESENTER, *Cross-Cultural Mentoring: A Pathway to Making Excellence Inclusive/Helping to Continue the Work of the Beloved Community at Virginia Commonwealth University*. Virginia Commonwealth University, School of Business, Richmond, Virginia, March 28, 2019

PRESENTER, *Cross-Cultural Mentoring: A Pathway to Making Excellence Inclusive/Helping to Continue the Work of the Beloved Community at Roosevelt University*. Roosevelt University, Department of Biological, Physical, and Health Sciences, Howard Hughes Medical Institute Inclusive Excellence Grant, Chicago, Illinois, February 12, 2019

PRESENTER, *Cross-Cultural Mentoring: A Pathway to Making Excellence Inclusive*, Joint Meeting of the Atlantic 10 Conference, Athletic Directors, and Student-Athlete Advisory Committee, Richmond, Virginia, October 8, 2018

PRESENTER, *Shared Values, Virtues, and Vision: Sustaining Our Beloved Links Community*. The Links, Inc., Chesapeake/Virginia Beach Chapter Retreat, September 15, 2018

PRESENTER, *Installation Ceremony Remarks*, Oliver Hill Scholars Program, University of Richmond, September 12, 2018

PRESENTER, *Why We Mentor: We Are All in This Together*. Westhampton Alumanae Luncheon, University of Richmond, April 28, 2018

PRESENTER, *The Honor Code and Cross-Cultural Hope and Healing*. University of Richmond Honor Council speech, April 16, 2018

PRESENTER, *On the Road to Healing*, 1st Annual Scholarship Banquet, Voices for Our Fathers Legacy Foundation, Tuskegee, Alabama, April 9, 2018

PRESENTER, *Cross-Cultural Mentoring from the Heart*, First Friday Speaker, Office of Gift Planning, University of Richmond, February 2, 2018

PRESENTER AND CO-CHAIR OF PRESIDENTIAL SPOUSES AND PARTNERS TASK FORCE COMMITTEE, Council of Independent Colleges Annual Conference, January 2018

PANEL MEMBER, *Four Practical and Intellectual Perspectives for Community-based Work: The Tuskegee Study*, Association of American Colleges and Universities Global Engagement and Social Responsibility Conference, October 2017

FACILITATOR, *Welcoming Remarks*, Bioethics Forum, University of Richmond, October 2017

PRESENTER, *Stepping Up: Building a Cross-Cultural Sisterhood*, The Coalition for Collegiate Women's Leadership, August 2017

FACILITATOR, *Student Activism and Liberal Education: Faculty Engagement in Turbulent Times*, Association of American Colleges and Universities Symposium, January 2017

PRESENTER, Greek Women's 30th Celebration, University of Richmond, October 2016

PRESENTER, *Cross-Cultural Mentoring: A Pathway to Inclusive Community*, St. John's University, October 2016

EXECUTIVE MENTOR & PRESENTER, *Graduate School Cross-Cultural Mentoring Program*, Miami University (Ohio). 2015-2016

PRESENTER, *Jack and Jill College and Career Symposium*, Jack and Jill of America, Inc. August 2015

PRESENTER, *Mentoring: Finding a Warm Welcome at the University of Richmond*, Peer Advisors and Mentors (P.A.M.) Program, University of Richmond, August 2015

KEYNOTE SPEAKER, Doctoral Hooding Ceremony, Graduate School at Miami University (Ohio), August 2014

PRESENTER, *Becoming Aware Workshop*, American Women's Medical Association at Harvard Medical School, September 2014

PRESENTER, *Enhancing Growth and Scholarly Activities through Mentoring*, Leadership and Mentoring Institute of the American Association of Blacks in Higher Education Leadership, August 2014

PRESENTER, *Cross-Cultural Mentoring: The Three V's to Help Empower Others and Ourselves*, College of the Holy Cross, April 2014

PRESENTER, *Workshop on Cross Cultural Mentoring*, Graduate Faculty of the School of Nursing at the University of Massachusetts at Amherst, 2014

KEYNOTE SPEAKER, *Cross-Cultural Mentoring: A Pathway to Making Excellence Inclusive*, Faculty-Staff of Color Luncheon at the American Association of Colleges and Universities Annual Meeting, January 2014

PRESENTER, *Getting to Equal: Strategies to Improve Care for Patients*, Harvard Medical School Continuing Education Program, 2013

PRESENTER, *Getting to Equal: Strategies to Improve Care for Patients*, Harvard Medical School Continuing Education Program, 2012

PANEL MEMBER, *The Three V's of Cross-Cultural Mentoring*, Global Diversity Leadership Conference, Harvard University, October 2011

FACILITATOR, Session for Presidential Spouses and Partners: *The Many Faces of the Presidential Partner*, American Council on Education, March 2011

PRESENTER, *Cross Cultural Mentoring*, Harvard Medical School Continuing Education Program, October 2010

FACILITATOR, *Getting to Equal: Strategies to Improve Care for all Patients*, Harvard Medical School Continuing Education Program, 2009

FACILITATOR, *Cross Cultural Mentoring*, Albany Medical Center, 2009

PRESENTER, *Transition to a New Institution*, Council on Independent Colleges New Presidential Spouses Program, Council of Independent Colleges Presidents Institute, January 2009

PRESENTER, *Mentoring*, Council on Independent Colleges, January 2008

PRESENTER, *Mentoring Across the Cultures in Academia*, Faculty and Staff at Drexel University, March 2008

PRESENTER & PAPER, *From Patchwork Quilts to the Three V's: An Emerging Model of Cross-Cultural Mentoring*, University of New Mexico, October 2008

PANEL MEMBER, *Cross Cultural Mentoring*, Harvard Graduate School of Education, 2008

MODERATOR, *Mentoring Across the Cultures*, Plenary Session II, Institute for Teaching & Mentoring, Arlington, VA, December 2007

PRESENTER, *Increasing Diversity through Cross-Cultural Mentoring*, American Council on Education Fellows Program, January 2007.

PRESENTER, *Cross Cultural Mentoring*, Brown University Mellon Mentoring Conference, 2006

PANEL MEMBER, *Cross Cultural Mentoring*, American Association of Museums, 2006

KEYNOTE PRESENTER, *Cross Cultural Mentoring*, Harvard Graduate School of Education, 2006

EXPERIENCE

University of Richmond, Richmond, VA
Presidential Spouse and Executive Mentor 2015-2021
Adjunct Professor, Jepson School of Leadership Studies 2021

Wheaton College, Norton, MA
Senior Mentoring Consultant 2006-2014

- One-on-one and interactive workshop mentoring of students, faculty, and staff, with a special emphasis on the community of color

- Host events at the President’s House to build community among students, staff, faculty, alumnae, trustees, and community
- Assisted the President with fundraising and alumni engagement both on and off campus
- Served as Community Ambassador for Wheaton in the Greater Boston Community

Wheaton College, Norton, MA 2004-2014
Presidential Spouse

Miami University, Oxford, OH 1999-2004
Community Outreach Coordinator, Student Affairs

- Recruited and worked to retain students at the University through mentoring, advising, and serving as an ambassador of the college to the community
- One-on-one mentoring and advising of students, faculty, and staff with a special emphasis on the community of color
- Co-chaired Women of Color Luncheon in an effort to highlight successful stories of women of color on campus
- Advised students in the membership process of Delta Sigma Theta

University of Texas - Austin, Austin, TX 1994-1999
Assistant to the President

*Community Relations Specialist, Office of the Vice President/
Administration and Public Affairs* 1994-1995
1995-1999

- Mentored minority faculty, staff, and students resulting in increased retention and recruitment
- Served as mentor and advisor to the HERO (Helping Everyone Reach Opportunity) Tutor Mentor Program for public schools in the Austin community
- Co-planned Black History Month program in conjunction with Lyndon Baines Johnson Library
Established special programs on community relations and outreach, recruitment of volunteers and other community issues of concern to the University
- Coordinator of the *Take Our Children to Work Day* program
- Member of the first Orange Santa Planning Committee
- Coordinated first Austin Area Community Choir for “Women Who Did” awards program honoring Texas Black women at the annual Heman Sweatt Celebration

Cleveland Clinic Foundation, Cleveland, OH 1991-1994
Director of Community Relations

- Supervised staff of seven encompassing 5 operational units: Community Resources, John Hay Partnership and Mentoring Program, Nordson Grant Project, Older Adult Service and Informational System (OASIS), The Ambassadors Program
- Developed and implemented protocol to promote institution’s involvement in and support of community health and medical education
- Created and directed activities of Community Advisory committee aimed at building community awareness of CCF as an employer, health care resource, contributing citizen, center for research and not-for-profit corporation
- Secured substantial grant money from local foundation to support and expand John Hay Partnership

1974-1989 Positions in Higher Education include:

Guilford College, Greensboro, NC 1987-1990
Assistant to the President

University of North Carolina at Greensboro, Greensboro, NC 1980-1985
Assistant to the Chancellor

University of Michigan, Institute for the Study of Mental Retardation and Related Disabilities, Ann Arbor, MI
Program Coordinator/Assistant to Director 1975-1979

BOARD MEMBERSHIPS

BOARD MEMBER, Richmond Forum, 2018-
Member, Education Committee
BOARD MEMBER, The Cobb Institute/National Medical Association, 2020-2023
Member, Advisory Committee for the Cobb Scholars Program
Member, The Pipeline Committee
BOARD OF TRUSTEES, Virginia Museum of Fine Arts, 2016-present
Member, Education Committee
Member, Finance Committee
BOARD MEMBER, Voices for Our Fathers Legacy Foundation, 2017- present
Chair of Scholarship Committee
BOARD MEMBER, The Woman's Club, 2020-2023
Member, Special Projects Committee

FORMER COMMITTEE CHAIR, The Health Museum,
Minority Health Concerns, Cleveland Clinic, Cleveland, OH 1992-1994
FORMER ADVISORY BOARD, Austin Lyric Opera, Austin, TX 1994-1997
FORMER ADVISORY BOARD, Austin Child Guidance Center, Austin, TX 1994-1997
FORMER BOARD MEMBER, Humana Hospital, Greensboro, NC 1982-1984
FORMER BOARD MEMBER, Altrusa International, Greensboro, NC 1984-1985
FORMER ADVISORY COUNCIL MEMBER, Mental Health Development Center,
Cleveland, OH, 1992-1994
FORMER ADVISORY BOARD, United Negro College Fund, Inc., Cleveland, OH, 1992-1994

CITATIONS

National Association of Negro and Business Women's Club, Inc., Leadership Award
Cleveland City Council Citation for Outstanding Community Service, 1993
Certificate of Appreciation from National Executive Housekeepers Association, 1993
Recognition for Outstanding Service, UNCF
Certificate of Appreciation for United Way Services
Honorary Alumnae of the Western College, 2004
Recognition of Service as 2017 Co-Chair for the Presidential Spouses and Partners Task Force Committee,
Council of Independent Colleges, 2018

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

2012-present
Delta Sigma Theta Sorority, Inc., Golden Life Member
Links, Inc., National Member
Links, Inc. Richmond Links Chapter, Richmond, VA
Eastern Area Region Organizational Effectiveness Committee Boston
Chapter Delegate to Links, Inc.:

40th National Assembly Omnicron Delta Kappa (National Leadership
Honor Society)

Council of Independent Colleges, Co-Chair, Presidential Spouses and Partners Task Force, 2017

Junior League of Richmond, VA, Sustaining Member

Bon Secours, Grand Rounds Community Leader Participant, 2016

The Women of the Harvard Club Leadership Committee, Executive Advisor 2023