
Dr. Henry T. Evans

EDUCATION

Doctor of Arts in Political Science *Conferred December, 2011*
Idaho State University, Pocatello, ID
**Dissertation: Policies Where People Matter: Anti-Poverty Programs and the Importance of Citizen Participation*

Master of Arts in Political Science *May, 2010*
Idaho State University, Pocatello, ID

***ADDITIONAL GRADUATE STUDY**
International Relations Theory, American Foreign Policy *August, 1990-May, 1993*
Arizona State University, Tempe, AZ

Bachelor of Arts in Mass Communication *May, 1989*
Idaho State University, Pocatello, ID

CURRENT POSITION

Assistant Director *2013-present*
EO/AA & Diversity Office, Idaho State University, Pocatello, ID

- Provides leadership and direction to the campus community in the areas of Equal Opportunity, Affirmative Action and Diversity programs.
- Ensures compliance with applicable laws, policies and procedures and acts for the Director in Director's absence.
- Provides oversight and approval of the employment process.
- Advises search committees, conducts applicant analysis and approves interviews for filling vacant positions in a timely manner.
- Works with Management Analyst to ensure progress toward Affirmative Action goals.
- Ensures compliance with Equal Opportunity laws and regulations.
- Conducts civil rights investigations into complaints alleging harassment or discrimination. Prepares reports for administrative action.
- Maintains confidential information.
- Designs and delivers educational programs, training sessions, workshops and seminars on the issues of harassment, discrimination, diversity and other topics as assigned.
- Chairs the Minority Advisory Board.
- Assists with oversight of operations of the Diversity Resource Center and Gender Resource Center.
- Develops proposals and recommendations for policy revisions and development as needed.
- Implements approved modifications to improve program effectiveness.
- Other duties as assigned.

PREVIOUS POSITIONS**Management Analyst**

2012

EO/AA & Diversity Office, Idaho State University, Pocatello, ID

- Coordinated with Idaho State University (ISU) and the State of Idaho Human Resources and Transportation Departments and Thomas Huston and Associates to collect, validate and resolve problems with the institutional data used to develop the ISU Affirmative Action Plan.
- Collected and analyzed institutional data to measure progress toward achievement of ISU Affirmative Action and Equal Opportunity and diversity goals and created detailed statistical EO/AA reports from that data.
- Established initial metrics to track ISU diversity efforts.
- Advised search committees and performed detailed Applicant Analyses to ensure equal employment opportunities for potential ISU employees.
- Conducted interviews for sexual harassment investigations and departmental climate reviews.
- Identified and developed institutional and extra-mural research opportunities on institutional, state, regional and national diversity issues.
- Collaborated with the Director of EO/AA and Diversity and the Human Resources Training Coordinator to develop and deliver numerous interactive diversity and respectful work place trainings.
- Co-developed and organized the 2012 Brown Bag series to publicize the ISU Diversity Resource Center (DRC) as well as strategized ways to increase the visibility, productivity and efficiency of DRC and Anderson Gender Resource Center.
- Proactively identified new advertisement venues to recruit diverse applicants for positions at ISU.
- Presented departmental, class and employee training presentations on diversity and ISU EO/AA and Diversity initiatives as requested.

Assessment and Technology Coordinator

2008-2012

TRiO Programs, Idaho State University, Pocatello, ID

- Coordinated data collection efforts for annual performance reports submitted to the Department of Education and other program assessments for Educational Talent Search, Upward Bound and Student Support Services.
- Provided academic and financial aid advising of non-traditional and other potential ISU students.
- Identified and accessed relevant ISU support services to increase the likelihood of student persistence and success.

Upward Bound Recruiter-Advisor

2007-2008

TRiO Programs, Idaho State University, Pocatello, ID

- Recruited eligible high school students into the ISU Upward Bound program.
- Provided effective academic and financial aid advising for program participants.
- Tracked student progress and maintained confidential student records for annual performance reports submitted to the Department of Education.
- Co-supervised Upward Bound Tutor Mentors during the Upward Bound Summer Residency Program.

Research Specialist

2006-2007

Partners for Prosperity, Blackfoot, ID

- Gathered, updated and analyzed state regional poverty data for use in working group.
- Led working group through visioning and creation of working group poverty reduction efforts.
- Assisted in updating Partner for Prosperity's regional strategic plan for poverty reduction.
- Provided research support and information to Partners for Prosperity staff and partner agencies.

Program Planning/Development Specialist

2003-2006

Partners for Prosperity, Blackfoot, ID

- Facilitated working group meetings and conducted on-going research on poverty in Eastern Idaho.
- Built "asset-maps" of regional community to identify resources that could be used to reduce poverty.
- Conducted poverty-related research using focus group, narrative and content analytical methodologies.
- Provided research support and information to Partners for Prosperity staff and partner agencies.

Field Supervisor/Ethnographic Interviewer,

2003

Partners for Prosperity Planning Grant, Idaho State University, Pocatello, ID

- Coordinated qualitative research efforts of seven Southern Area Coordinators.
- Coordinated the presentation of qualitative data to the Partners for Prosperity Regional planning grant steering committee.
- Researched and contacted granting organizations for potential leveraging opportunities to fund regional poverty reduction efforts.
- Conducted community focus groups with regional citizens in poverty.
- Recruited participants for in-depth "ethnographic" interviews with regional citizens in poverty.

ACADEMIC POSITIONS AND AFFILIATIONS**Allied Graduate Faculty, Department of Political Science,**
Idaho State University, Pocatello, ID

2015-Present

Advisory Consortium, Bert and Phyllis Lamb Prize in Political Science

2014-Present

Affiliate Faculty, Department of Political Science,
Idaho State University, Pocatello, ID

2012- Present

COURSES TAUGHT**Professor, Introduction to American Government**

Fall 2016

Professor, Introduction to American Government (on-line)

Spring 2016

Professor, Graduate Seminar: American Political Behavior

Fall 2014

Professor, Graduate Seminar: Bureaucracy

Fall 2013

Instructor, First Year Seminar

Fall 2011

Fall 2012

Instructor, Intro to American Culture and Current Events for Taiwanese

Spring 2002

*Ministry of Foreign Exchange Students***Co-Instructor**, *First Year Seminar*

Spring 2002

Instructor, *International Relations*Spring 2001
Spring 2002**Instructor**, *Minority Politics*Spring 1998
Spring 2000
Fall 2000**Instructor**, *Introduction to American Government*Fall 1997
Fall 1999
Spring 2001**Co-Instructor**, *Introduction to American Government*

Fall 1996

Teaching Assistant, *Arizona State University*

1990-1993

Minority Politics

International Relations

American Foreign Policy

Political Novels

GRANT EXPERIENCE**Contributor**, Idaho State University Upward Bound Grant, *Enabling More Data-Based Decision Making*, Total Grant Proposal \$1,800,000.00, Grant Successfully Funded

Spring 2012

Contributor, Ten-year strategic plan to reduce poverty in Eastern Idaho, Northwest Area Foundation Planning Grant, *Summary of Ethnographic Interviews, Asset-Mapping, Community Meetings and Steering Committee Meetings*
Grant successfully funded for \$10,000,000.00

Fall 2002

Graduate Researcher, *A History of African-Americans in Idaho*, Idaho State University Department of Education Challenge Grant

Summer 1999

Graduate Researcher, *The Oregon Trail in Idaho*, Idaho State University Department of Education Challenge Grant

Summer 1998

PUBLICATIONS AND CITATIONS

- Morris, Joseph M. and Henry T. Evans: Persuasiveness of Fictional Narrative Over Time (In progress).
- *Constructions of Poverty and the Poor: Elite and Non-Elite Poverty Frames in Idaho*, (In Progress).
- *Who is Satisfied with the Poverty Status Quo? Examining Citizen Views of Importance and Satisfaction of Anti-Poverty Policies in Idaho*, (In Progress).
- Brown, Judy; Harriet Shaklee; Eric L. Jensen and Henry T. Evans: *Bridge to Adulthood for Idaho Youth: On Their Own, Idaho Kids Count Policy Brief*, 2006.
- Evans, Henry T.: *The Failure of Mainstream Feminism to Attract the Sustained Interest of African-American Women: Possibilities for Reconciliation?* *National Social Science Journal*, vol. 11 (1), pp. 42-53, 1998.

- Evans, Henry T.: *Listening to the People: An Analysis of Focus Group Comments Concerning the Causes and Elimination of Young-Adult Poverty in Idaho* www.p4pedi.org 2005, Cited in Brown, Shaklee, Jensen and Evans (2006).
- Brown, Judy; Harriet Shaklee; Eric L. Jensen and Henry T. Evans: *Bridge to Adulthood for Idaho Youth: On Their Own, Idaho Kids Count Policy Brief*, 2006, Cited in Shaklee, Bigbee and Hall: *Grand families Count in Idaho*". *Idaho Kids Count Policy Brief*, 2008.

RELEVANT WEBINARS AND TRAININGS

- Black Student Athletes Summit 2016, University of Texas Division of Diversity and Inclusion *Spring 2016*
- Types of Offenders Webinar NWATIXA *Spring 2016*
- Lessons from the Doe Cases Webinar NWATIXA *Summer 2016*
- Understanding AAP Requirements Webinar DC&S *Fall 2016*
- Organizational Profile and Job Group Analysis Webinar DC&S *Fall 2016*
- Determining Availability Webinar DC&S *Fall 2016*
- Good Faith Efforts Webinar *Fall 2016*
- Recordkeeping / Maintaining Applicant Flow Data DC&S *Fall 2016*
- Analyzing Compensation Data Webinar DC&S *Fall 2016*
- Domestic Violence Training, Bannock County Domestic Violence Court *Fall 2016*
- Recent Title IX Developments Webinar Fisher and Phillips Title IX Services *Fall 2016*
- Building a Disability Inclusive Webinar *Fall 2016*
- ATIXA Title IX Investigator Training *Spring 2015*
- Preventing and Defending against Students Accused of Sexual Misconduct *Spring 2015*
- Trauma Informed Response to Sexual Assault *Spring 2015*
- Preparing for EEOC and OFCCP Virtual Seminar *Spring 2015*
- Trauma Informed Response to Sexual Assault Webinar *Summer 2015*
- Four Corners of Title IX *Summer 2015*
- Racial Climate on Campus Webinar *Summer 2015*
- Supporting Muslim Students Webinar *Fall 2015*
- Working with Accused Students *Fall 2015*
- CUPA Active Shooter Webinar *Fall 2015*
- Bullying and Harassment Seminar *Fall 2014*
- Keep it Real Facilitation Training *Fall 2014*
- Intercultural Competency Training *Fall 2014*
- Title IX Training *Spring 2014*
- Affirmative Action in Higher Education Webinar *Spring 2014*
- Policing the Drunken Hookup *Spring 2014*
- FERPA/HIPAA Training *Spring 2013*
- Green Dot Training *Spring 2013*
- ISU Leadership Academy *Fall 2013*
- CUPA Webinar 503/VEVRAA *Fall 2013*
- International Hiring Practices *Fall 2013*

STUDENT ADVISING/MENTORSHIP

- Dissertation Committee Member, Alexia DeLeon, Department of Counseling *2015-Present*
- Dissertation Committee Member, Barbara Roberts, Department of Psychology *2015-Present*

- Advisor, Members Interested in Kommunity Achievement (MIKA) *2015-Present*
- Co-Advisor, Native Americans United (NAU) *2015*
- Co-Advisor, ISU Student Chapter of the NAACP *2014-Present*

UNIVERSITY DIVERSITY COMMITTEES

- Non-Classified Employee Grievance Committee *2015*
- Idaho State University Diversity Council *2014-Present*
- Idaho State University Minority Advisory Board *2012-Present*
- Idaho State University Diversity Committee, Vice-Presidential Appointee *2012*
- ADA Technical Advising Group, Idaho State University *2010- Present*
- NCAA Compliance Committee, Idaho State University *2007-2012*
- NCAA Certification Committee Diversity Sub-Committee *2009-2010*
- President's Committee on Diversity Steering Committee, Idaho State University *2009-2010*
- President's Committee on Diversity, Idaho State University *2009-2010*
- Idaho State University Affirmative Action Policy Committee *2009*
- Idaho State University Distinguished Public Service Selection Committee *1996-1998*

UNIVERSITY SEARCH AND TENURE REVIEW COMMITTEES

- Idaho State University Director of Campus Life *2014*
- Idaho State University Career Center Director Search *2013*
- Idaho State University TRiO Programs Executive Director Search Committee *2012*
- Idaho State University Financial Aid Counselor Search Committee *2010*
- Idaho State University TRiO Programs Educational Talent Search Lead Counselor Search Committee Chair *2008*
- Department of Political Science Tenure and Promotion Committee (publication and research agenda evaluation) for Dr. Mary Jane Burns *1998*

COMMUNITY INVOLVEMENT

- Moderator, Pocatello Branch of the NAACP Candidate Forum *Fall 1998*
Pocatello, ID *Fall 2010*
Fall 2013
- Master of Ceremony, Pocatello Branch of the NAACP Martin Luther King Celebration Dinner, Pocatello, ID *Spring 2009*
- Master of Ceremony, Pocatello Branch of the NAACP Martin Luther King Celebration Luncheon, Pocatello ID *Spring 2010*
Spring 2012
Spring 2013
- Selection Committee Member, Partners for Prosperity NDN Scholar Program, Blackfoot ID *Spring 2011*
Spring 2014
- Steering Committee Member, Gateway to Health Partnership, Pocatello, Idaho *2011-2013*
- Board Member, Campfire of Pocatello, Pocatello, ID *2007-2009*
- Member, Idaho Rural Partnership Rexburg Community Review Visiting Team, Boise, ID *2004*
- Secretary, Pocatello Sister City Committee for Kware Menguel, Burkino Faso, Pocatello, ID *2000-2003*

- Committee Member, Idaho Democratic Party
Committee on Affirmative Action for Delegate Selection, ID 1999-2000

SELECTED LECTURES, PRESENTATIONS AND TRAININGS

- ***Diversity and the Counseling Profession***, November, 2016
Invited Lecture for ISU Department of Counseling, Counseling 6624
Idaho State University, Pocatello, ID
- ***Protesters or Patriots: Are they the same? The Rights of People of Color to Demonstrate***, Panel Discussant, ISU Diversity Resource Center Diversity Week Presentation, Idaho State University, Pocatello, ID October 2016
- ***Letter from Birmingham Jail***, Invited reading and facilitation for ISU Diversity Resource Center and the Pocatello Branch of the NAACP Pocatello, ID January 2015
- ***Transforming an Organization in 4 Not-So-Easy Steps: The Role of Culture Communication and Gratitude***, November 2014
Presentation to Idaho Health Department All-District Staff Meeting, Pocatello, ID
- ***Our House of Cards? Political Fiction and the Persistence of Belief Change Over Time***, Paper presentation for Northwest Political Science Meeting Seattle, Washington April 2014
- ***Minority Politics in Post-Racial America***, Invited Presentation for ISU Department of Anthropology Colloquium, Idaho State University Pocatello, ID Spring 2013
- ***Voter Rights, Voter ID Laws and Voter Fraud***, Invited Speaker for Pocatello Community Charter School Humanities Expedition on Government Pocatello, ID Fall 2012
- ***Ted Talk: Focus on Men***, Invited speaker for the ISU Gender Center discussion on the conflicted messages surrounding “masculinity”, Idaho State University, Pocatello, ID Fall 2012
- ***Creating Community Change***, Session Leader for Annual Rez Nation Youth Leadership Summit, Idaho State University, Pocatello, ID Fall 2011
Fall 2012
- ***After Your Ph.D. or Postdoc: Five Career Options and the Strategies You Need to Implement Them***, Session Presider, Institute on Teaching and Mentoring, Tampa, FL. Fall, 2012
- ***Discovering Your Professional Swagger: Preparing for a Career in Higher Education***, Session Presider, Institute on Teaching and Mentoring, Tampa, Fl. Fall, 2012
- ***Are You Ready for Multiculturalism?*** Guest Lecture for ACAD 1101 Idaho State University, Pocatello, ID Fall, 2012
- ***Packaging the Poor: Framing Poverty for Political Gain***, Fall, 2012
Presentation for ISU “Diversity and the 2012 Presidential Election”
Brown Bag Series, Idaho State University, Pocatello, ID
- ***Achieving Your Leadership Potential in a Diverse World***, State of Idaho TRiO Leadership Conference, Idaho State University, Pocatello, ID Fall, 2012
- ***Inter-Racial Family Formation and the Transmission of Cultural Values***, Spring 2012
Guest Lecture for Sociology 2248, Idaho State University, Pocatello, ID

- ***Embracing Diversity, Advice for New Health Care Workers,*** *Fall 2010*
Guest Lecture for Physical Therapy and Occupational Therapy 5512 “Professional
Communications” Idaho State University, Pocatello, ID *Fall 2013*
Fall 2014
- ***Achieving the Dream through Inclusion,*** Closing Speaker Idaho State *Spring 2012*
University Martin Luther King Jr. Celebration, Pocatello, ID
- ***Issue Framing and Poverty Policy,*** Guest Lecturer for Sociology 2248, *Fall 2011*
Idaho State University, Pocatello, ID
- ***Are You Ready for Multiculturalism?*** Guest Lecture for ACAD 1101, *Fall 2010*
Idaho State University, Pocatello ID
- ***Leading the Way in the 21st Century: Diversity and Leadership in a*** *Fall, 2010*
Changing World, Guest Lecture in ACAD 1101, Idaho State University,
Pocatello, ID
- ***Confronting Diversity as Incoming Freshmen,*** Guest Speaker, *Fall, 2010*
Idaho State University New Student Orientation, Pocatello, ID
- ***Cultural Competence Issues in the Physical Therapy Context,*** *Fall 2003-2010*
Guest Lecture for Physical Therapy Assistant Program PTA 204,
Idaho State University, Pocatello ID
- ***Adapting to a Multicultural Campus,*** Guest Lecture for ACAD 1101, *Fall, 2009*
Idaho State University, Pocatello, ID
- ***Diversity: The Legacy of Martin Luther King,*** Invited Lecturer, *Spring, 2008*
Shoshone-Bannock High School Presidential Inauguration Celebration,
Fort Hall, ID
- ***Diversity: The Legacy of Martin Luther King*** Invited Talk, *Spring 2008*
Human Right’s Day Celebration Snake River Junior High School, Blackfoot, ID
- ***Diversity: The Legacy of Martin Luther King*** *Spring 2008*
Wapello Elementary School Multicultural Day Celebration, Blackfoot, ID
- ***Drumming and the Beat of Inclusion,*** Break Out Session Leader *Spring 2006*
Snake River Junior High School Multicultural Day Celebration, Blackfoot, ID *Spring 2007*
- ***The Intersection of Race Sex and Class: Coming of Age as an African-American*** *Spring 1999*
Male in Eastern Idaho, Guest Lecture for Sociology 248, Idaho State University, *Spring 2000*
Pocatello, ID
- ***Problems Facing First Year Minority Graduate Students,*** Discussion Leader, *Fall 1999*
Compact for Faculty Diversity, Institute on Teaching and Mentoring,
New Orleans, LA
- ***The Failure of Mainstream Feminism to Attract the Sustained Interest of*** *Spring 1998*
African-American Women, Paper presented at the spring meeting of the
National Social Science Association, San Diego, CA,
- ***Negotiating Departmental Idiosyncrasies,*** Panelist, Compact for Faculty Diversity, *Fall 1998*
the Institute on Teaching and Mentoring, Boston, MA.

LANGUAGES

English Fluent
French

MEMBERSHIPS

American Political Science Association
Western Political Science Association
National Conference of Black Political Scientists
Pocatello Branch of the NAACP (Executive Committee Member and Political Affairs Chair)
Kappa Alpha Psi Fraternity Incorporated
Golden Key International Honor Society