

Joanne Solis-Walker, Ph.D.

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I am a faculty member of a Christian higher education institution with a global vision and a commitment to diversity grounded in Kingdom principles and centered on equipping the saints to be Christ-like leaders throughout the world.

PROFESSIONAL COMPETENCIES

- Visionary builder & strategist.
- Global leadership mindset.
- Qualified Administrator of the Intercultural Development Inventory (IDI).
- Certified Coach and Consultant
- Expert knowledge in organizational development, people management and project management.
- Experienced university professor and academic program administrator.
- Proven track record on recruiting and retaining Latin@ and International students.
- Entrepreneurial thinker with experience in piloting and launching new projects and programs.
- Proficient knowledge in marketing and communications particularly when it comes to reflecting diversity.
- Excellent public relations skills.
- Rates high on emotional intelligence and cultural intelligence.
- Strong partnership development history.
- Experienced public speaker traveling across the U.S. and internationally.
- Fluent in Spanish and English: reading, writing and communicating.

EDUCATION

I actively seek to read literature related to organizational culture, transformative leadership, emotional intelligence and cultural intelligence. I am a self-directed learner well versed in concepts related to change-readiness and conflict management. My interests align with readings on spiritual formation, global mission's and social justice. I regularly attend conferences and participate in leadership development training opportunities.

Ph.D. in Organizational Leadership and Development

2009-2015

Regent University, Virginia Beach, VA

School of Global Leadership and Entrepreneurship Major: Ecclesial Leadership

Certificate of Organizational Leadership Regent University, Virginia Beach, VA	2009-2011
Master of Divinity Asbury Theological Seminary, Orlando, FL	2001-2005
Bachelor of Arts Universidad Interamericana de Puerto Rico, Cupey Alto, PR Major: Psychology Specialization: Industrial Psychology	1985-1989

EMPLOYMENT HISTORY & MINISTRY PROFILE

Higher Education: Administrative Experience

My experience in higher education has always involved administration. I have been brought onboard to launch programs in Spanish, which means I've worked closely with academic and executive leaders. As a visionary builder I am a relationship-oriented leader that does not compromise the task of building. I advocate for a problem-based learning model and believe in the power of collective intelligence. My greatest contribution to higher education continues to be in the area of contextualizing programs and courses, as well as the contextualization of processes related to recruiting and enrollment, marketing and student services. My ultimate goal is to help institutions be culturally responsive to the needs of diverse students, staff, faculty and administration. Retention is one of my areas of expertise and I thrive in settings where innovation is welcomed as a tool to advance academic learning.

Northwest Nazarene University

Special Assistant to the President on Diversity **2020 – Present**

- Provide assistance and direction to the President of the University in matters related to Diversity.
- Resource for the Diversity & Inclusion Commission
- Collaborate with departments in advancing the work of diversity and increasing the institutional intercultural competency

Wesley Seminary at Indiana Wesleyan University

Assistant Dean of Global Theological Education **2017 – 2018**

- Provided oversight to adjunct faculty, including the creation of a system to recruit, hire, train and retain adjuncts.
- Assisted with academic decisions pertaining to student services such as independent studies, withdrawals, course substitutions.
- Responsible for academic decisions related to the Spanish programs including the Master of Divinity, Master of Ministry & Master of Practical Theology.
- Involved with course writing and curriculum development.
- Responsible for assessment of programs and courses.

- Oversight of the development and implementation of the Seminary Diversity Strategic Plan.
- Played active role in recruitment and marketing.

Wesley Seminary at Indiana Wesleyan University

Director of Education for Latinos and Latinas

2010 – 2017

- Principal designer of the first accredited, online Spanish Master of Divinity in the United States.
- Responsible for developing and casting vision, leading the strategic planning and implementation.
- Initiated and led the design and contextualization of the curriculum.
- Directly involved in recruiting, hiring, training and retaining Hispanic adjunct faculty and staff.
- Oversight of the translation and contextualization of all documents pertaining to Admissions, Student Services, Student Financial Services and the Library.
- Shared academic dean responsibilities related to syllabi revisions, curricular changes and in the approval of students' registration, withdrawal, and independent studies.
- Involved in contextualizing the recruitment process for Latin@ students and oversaw the marketing budget.
- Responsible for the budget as well as all the advancement and development efforts related to raising scholarships and sustainability funds.
- Overseer of the expansion of the program into Bogota, Colombia, and the development of launches in Barcelona, Spain and Ecuador.
- Partnership Development with different national and international organizations.

Asbury Theological Seminary – Orlando Campus

Director of the Latino Latina Studies Program

2001 - 2005

- Principal designer of a certificate program in Spanish.
- Duties included hiring and retaining Hispanic adjuncts, recruiting students, designing the curriculum and managing all of the logistical and organizational responsibilities.
- Responsible for budget and contributed to advancement efforts to fund the program and provide student scholarships.
- Led program expansion to Fort Lauderdale, Florida.
- Initiated partnership with FLET (Facultad Latinoamericana de Estudios Teológicos) that allowed students to obtain their BA.

Teaching Experience

As an onsite instructor I am very creative and make use of many elements to enhance the learning experience. I have vast experience in online teaching and experience in creating an online community that allows students to feel connected despite the geographical distance. I also understand the diverse personal and spiritual needs of students whether online or onsite and effectively manage the communication necessary to empower students to grow.

- Northwest Nazarene University** **2020 – Present**
Associate Professor of Practical Theology
 Faculty member of the College of Theology and Christian Ministry
 Courses: Missiology & Contextualization; Missional Church Growth & Health;
 Introduction to Missions
- Gordon Conwell Theological Seminary** **2018 - present**
Adjunct Professor: Master and Doctorate Programs
 Course: Theological Foundation of Leadership
- Wesley Seminary at Indiana Wesleyan University** **2010 – present**
Adjunct Professor
 Courses: Congregational Leadership; Pastor, Church and World; Cultural Context;
 Congregational Relationships; Missional Church, Spiritual Formation Courses, Capstone
- The Wesleyan Church** **2016 – present**
Instructor for the FLAME & FLAMA Programs
 Courses: Evangelism and Spiritual Formation courses.
- Asbury Theological Seminary** **2001 - present**
Instructor in the Latino Latina Studies Program
 Developed syllabus, administered grades and provided student support.
 Courses: Leadership, Missions, Spiritual Formation, Mentorship
- Wesley Seminary at Indiana Wesleyan University** **2016 - 2016**
Adjunct Professor of Church-Based Immigrant Ministry
 Created syllabus and developed the theological framework for the basic immigration law
 course taught in conjunction with World Relief and coordinated by The Wesleyan Church.
 Included grading, attendance and ongoing communication with students onsite and online

Accreditation Experience

I have experience with the accreditation process and have participated in the initial stages when an institution is seeking accreditation as well as in the renewal process. In addition to what is listed below I have assisted with collecting data, conducting research and contributing to writing the institutional self-studies submitted to the Association of Theological School (ATS). As a result I have an understanding of the process and a high appreciation for assessing courses and programs.

- AETH: Asociación para la Educación Teológica Hispana** **2018 – 2019**
Bible Institute Certification Liaison
 Developing framework and processes to accelerate the process by which member institutes are certified to offer bachelor equivalencies that allow graduates to enroll in ATS (Association of Theological Schools) accredited institutions.

Indiana Wesleyan University **2017 - 2018**

Higher Learning Commission Assurance Team

Served on the team researching and gathering information to create the quality assurance arguments in preparation for the next accreditation visit.

Ministry Experience

My childhood memories trace back to a Christian home with high ethical values and a genuine love and respect towards God, people the work of ministry. Our home was a missionary home with a large table and many rooms to accommodate people from different backgrounds and walks of life. At the age of 12 I felt a clarion call to ministry and began leading a Sunday School class for 3 to 5 year old children. This experience grew my personal relationship with God and sparked a real interest in teaching and the opportunity to shape the minds of students. I have spoken on different types of platforms, in different parts of the world preaching, teaching and training people of all ages, genders and cultural backgrounds. I have worked in different realms within and beyond the Church and view all of it as ministry work.

The Wesleyan Church, Headquarters

Chair of Spanish Ministerial Education & Formation **2015 – 2019**

Oversee the development of a strategic plan that makes ministerial education accessible to all Spanish-speaking ministers within The Wesleyan Church denomination, ranging from interest in ordination to academic goals.

Florida District of The Wesleyan Church

Hispanic Church Planter Consultant **2014 – 2016**

Recruit, assess for ministry-person fit, train and coach Hispanic Church Planters.

FollowOne International / SigueAUno Internacional

Director of SigueAUno **2006 - 2010**

Designed and provided leadership to the Spanish speaking portion of FollowOne, a mission's mobilization agency with a focus in China. Recruited and trained a team of mobilizers. Coordinated annual trips to China, which included recruiting and training participants. Provided missional coaching to churches.

Victory Life Wesleyan Church

Co-Lead Pastor **2002 - 2008**

Assisted in leading a church that primarily responded to the needs of underprivileged and homeless people living in poverty. Provided small group and worship leadership.

COMHINA (Cooperación de Misiones Hispana en Norte América)

Director, JuventudCOMHINA **1998-2001**

Responsible for developing a program for youth with the purpose of educating of training for missions mobilization. Served as the primary recruiter of Latinos for InterVarsity's URBANA 2000. Coordinated church training and consulting services; planned missions trips and provided leadership to a group of youth leaders from different parts of the U.S.

Iglesia El Calvario

Assistant Youth Pastor and Worship Leader **1995 - 2002**

Provided leadership, discipleship training and spiritual guidance to over 200 youth and young adults. Served as one of five primary worship leaders; responsible for a team of four singers, determining music selection and leading in congregational worship with over 1,000 people in attendance

Spanish Eastern District Bible Institute – Hammonton Extension

Bible Institute Teacher

1990 - 1992

Taught two courses at a certificate level used for ordination purposes within the Assemblies of God. This included creating a syllabus, preparing lesson plans for onsite teaching to an average of 15-20 students, ranging from different ages. Many were preparing for pastoral ministry, but others were lay leaders seeking to be equipped to better serve the local church and their community.

Spanish Eastern District – Assemblies of God

Assistant Youth Director

1990 - 1994

Provided leadership to youth ministries at a district level, which covered the Northeastern part of the United States including Ohio. This included preaching at different events, offering spiritual direction and accountability to the leaders of each region and coordinating two youth conferences a year where over 3000 young people would gather for life transformational experiences. This position included organizing, *See You at the Pole* prayer events in schools throughout the states in the district.

South Jersey and Pennsylvania District – Assemblies of God

Assistant Sectional Youth Leader

1989 - 1990

Provided leadership to over 100 Hispanic youth leaders in Spanish Assemblies of God churches in Pennsylvania and South Jersey. Assisted with the coordination of quarterly gatherings held in different locations. This included promoting and recruiting district youth events and also coordinating *See You at the Pole* in the South Jersey/PA District.

Iglesia de Dios, Cupey Alto

Worship Leader

1985 - 1989

Provided leadership to a team of 6 people who would serve on the worship team on a weekly basis. This included coordinating with the speaker and selecting the appropriate songs, as well as overseeing the administrative aspects related to this portion of the service. This team would travel throughout different parts of Puerto Rico singing at conferences, special services and other Christian events.

Vineland Spanish Pentecostal Church

Youth President, Worship Leader and Sunday School Teacher

1980 - 1985

Served as the primary youth leader to more than 100 young people who were earnestly seeking the Lord. Responsibilities included developing discipleship programs, preaching, recruiting and training youth leaders and planning spiritual events and community outreach, while concurrently serving as a worship leader at the church and a Sunday School teacher.

Professional Experience

I have an entrepreneurial spirit and the gift of building programs and people. I possess the ability to create processes and structures that exist to serve people. I am a visionary builder with the gift of 'building from scratch'. I invest into creating leadership pipelines and commit to developing people who can assume the responsibilities of furthering the vision and taking the organization to the next level when I transition out of the role. I appreciate the opportunity to work on projects in the launching stage for this allows me to be innovative. I have strong communication skills and understand to a great extent the principles of teamwork, with experience managing onsite and remote teams.

CaminoRoad, A Development Company

Co-Founder, Educational & Organizational Coach & Consultant **2019 – present**

A company that focuses on leadership, culture and praxis. We journey with individuals and organizations seeking to increase their intercultural competence and increase their diversity efforts. Services include coaching, consulting, leadership development opportunities, organizational development and community development trainings.

About LATIN@S: A Coaching and Consulting Research Firm

Entrepreneur / Owner **2015 - 2018**

Provide individual coaching specializing in academic choices, professional development and cultural awareness. Provide consulting services to various organizational clients, specializing in organizational culture, change readiness, Hispanic church planting, multi-ethnic church planting and promoting cultural diversity.

The Ministry Manager

Manager / Owner **1990 - 2000**

Developed a Christian Hispanic artist booking agency and managed some of the top Latino Christian artists traveling throughout the United States and Latin America. Organized concerts at different venues. Responsible for the organizational and financial aspects of the business including the expansion of four offices in the United States. Also led all the recruiting and training of the paid and volunteer staff.

Global Leadership

I am a people-oriented leader with a special interest in culture, race and matters related to education accessibility, equity and justice. As a leader I work on competencies of global leadership and when I strategize, envision, build and implement I view these through a global lens. My people management skills are shaped by my commitment to equip others to be leaders with a global mindset.

- Intercultural Experience:
 - Qualified Administrator of the Intercultural Development Inventory (IDI).
 - Missions work specifically with and amongst Chinese but also within other cultures; Theological Education with the diverse Latinos cultures throughout IberoAmerica and International Students; Teaching courses to students from African American, African, Asian, European, and Caribbean cultural backgrounds.

ADDITIONAL PROFESSIONAL QUALIFICATIONS

Leadership Aptitude: Experienced leader; strategist; visionary; understands organizational structures, systems and processes; works independently and equally collaborative within a team; knowledgeable in change readiness, leading for change and conflict resolution; capable decision maker; excellent communication and listening skills; and research experience.

- Experience serving on Dissertation Committees

Academic Administrative Capacity: Deanship experience, proficient in management with strong collaborative skills; adept in partnership development; familiar with enrollment, marketing and fundraising; experienced at hiring, training and supervising adjuncts; strong planning and coordinating abilities.

Interpersonal & Intrapersonal Skills: person of character and high ethics; values emotional intelligence; culturally intelligent; experience with conflict resolution; problem solver; strong team building capacity.

Languages:

English – native language (speak, read, and write with a high level of competency)

Spanish – native language (speak, read, and write with a high level of competency)

Technology: proficient in online teaching, learning and training; experience with Microsoft programs; familiar with digital meeting platforms such as ZOOM, Skype, GoToMeetings; connected to social media platforms.

Online Teaching Experience: Trained to teach and design courses on the following platforms

- Brightspace
- Learning Studio by Pearson
- Blackboard
- Canvas

Assessments:

- MBTI: I-ENFJ (Ambivert)
- Strengthsfinder Results: (a) Responsibility, (b) Connectedness, (c) Strategic, (d) Belief, and (e) Achiever
- Spiritual Gifts: (a) Teaching, (b) Evangelism, (c) Encouragement, (d) Pastor/Teacher, and (e) Knowledge
- Enneagram: 8

Writing Retreats

- Hispanic Theological Institute: Training on writing Op-Ed's and open access articles, Princeton Theological Seminary in Princeton, NJ.
- Association of Theological Schools (ATS): Retreat for chapter authors of In Thy Service: A Handbook for Student Services Professionals in Theological Education, ATS, Pittsburgh, PA.

Leadership Development Opportunities

- Multi-Ethnic Leadership Development Institute: Part of the 2017 MELD-I cohort for multi-ethnic administrative leaders and faculty members, hosted by the Council of Christian Colleges & Universities (CCCU) at Cedar Springs, WA.
- Women in Leadership (WIL): Hosted by the Association of Theological Schools (ATS) for women in administrative leadership roles within ATS institutions, held in Pittsburgh, PA.
- School of Academic Deans: Training provided by the Association of Theological Schools hosted in Pittsburgh, PA.
- Training to be a Qualified Administrator of the Intercultural Development Inventory (IDI).

MEMBERSHIPS AND AFFILIATIONS

Other Leadership Involvement

- Latino Taskforce at Indiana Wesleyan University – Tri-Chair, 2017 to 2018
- Didache Faithful Teaching Online Journal – Co-Editor, 2015 to 2017
- Academy of Intercultural Church Research – President, 2016 to 2017

Affiliation To The Wesleyan Church

- Ordained Minister of The Wesleyan Church, 2006 to Present
- Certified Coach in the The Wesleyan Coaching Network, Present
- Florida District Board of Administration, 2015 to 2017
- Hispanic Ministries Advisory Committee, 2004 to 2015
- Florida District Church Plant Assessor, 2007-2010
- Florida District Board of Ministerial Development, 2003 - 2010
- Victory Life Wesleyan Church, Co-Lead Pastor 2002-2008

Certifications

IDI Qualified Administrator	2019
Board of Immigration Appeal Certification, World Relief	2015 – 2016
Assessments Training (DiSC, EQ, Values & TKA-Conflict Resolution)	2014 - 2014
Certificate of Graduate Studies in Leadership, Regent University	2013 – 2013
Coaching Network of The Wesleyan Church	2012 – 2014
Church Planter Assessment Assessor Training, The Wesleyan Church	2010 – 2010
Certificate on Proposal Writing, Rollins College	2004 – 2004

Memberships

- Asociación para la Educación Teológica Hispana (AETH)
- National Latino Evangelical Coalition (NaLEC)
- National Hispanic Christian Leadership Conference (NHCLC)
- Cooperación Misionera de Hispanos en Norte América (COMHINA)
- Ordained Minister of The Wesleyan Church
- Hispanic Theological Initiative (HTI)

Awards

- Recipient of the Educator Champion Award – NaLEC (National Latino Evangelical Coalition), 2015
- Recipient of the Latin American Leadership Program Scholarship Award - SEMILLA and Regent University, 2009
- Outstanding Service Award, Asbury Theological Seminary, Latino Latina Studies Program, 2008
- Towel and Basin Servant Leadership Award, Asbury Theological Seminary, 2005

PUBLICATIONS, PAPERS AND PRESENTATIONS

Unpublished Dissertation

“Does Applied Critical Leadership Theory Really Apply? The Formation of Hispanic–Latin@ Ecclesial Leaders at Seminaries Accredited by the Association of Theological Schools: A Historical–Critical Analysis of the Progress and Challenges,” (2016). Proquest.

Chapter Contribution

“Creating Culturally Responsive Student Services” [2020]. In S. Jones and P. Lightsey (Eds.), *Transforming Service*, Wipf and Stock Publishers.

Selected Papers and Presentations

“Latinidad and Leadership: Cultura does Matter in Leadership” [February 27, 2020] in Hispanic Theological Initiative Public Square.

“Ya Basta, Enough is Enough: Intellectual Decolonization” (2018, October). Plenary presentation at Talking Points, Grand Rapids Theological Seminary.

Encarnación Garcia, H., **Solis-Walker, J.** & Reyes, N.A. (2017, November). “¡Si Se Puede! Holistic & Cultural Strategies for Latino Student Success.” Workshop presentation at the 4th Indiana Latino Higher Education Consortium. Indianapolis, IN.

“La Mujer y la Reforma Protestante” (2017, October). Paper presented at Celebrando los 500 años de la Reforma Protestante. Orlando, FL.

“La Educación Teológica y la Calidad de Vida en la Comunidad Hispana” (2017, October). Presented at *Conversatorios de AETH* (Asociación de la Educación Teológica para Hispanos), Online Conference.

“*La Familia* as a Retention Strategy” (2017, April). Presentation at the Latinos in Northern Indiana Conference at University of Notre Dame.

“The Table: Beyond Christian Tokenism” (2017, November). Published online at Annesley Writers Forum.

- “Saint Francis and Authentic Leadership: Leading through Crisis with Heart and Hands” (2015, December). Published in *Didache: Faithful Teaching*, (15)1.
- “Senzenina: What Did We Do?” (2014, September). Presentation at WikiConference in Katy, TX.
- “The Daughters of Job: A Counterculture Textual Analysis on Job 42:10-17” (2012, May).
- “The *Contra Mundum* Ecclesial Leadership of Athanasius of Alexandria: The *Homoousios* Shift & a Call for a Trinitarian Model of Leadership” (2012, May). Presentation at the Conclave for Leadership Research and Analysis at Regent University.
- “Examining Autonomous Learning within an Ecclesial Setting: From Pulpit, to Pew, to Self-Directed Learning & Action” (2012, March). Presentation at the Autonomous Learning World Caucus at Oxford, England.

SELECTED MINISTRY SPEAKING ENGAGEMENTS

For over 25 years I have traveled extensively throughout the United States and internationally speaking at theological institutions, universities, churches and other venues. I traditionally say yes to approximately 15 speaking engagements per year.

- “For the Love of God: Psalm 116” (2018, September). Chapel speaker for Hispanic Heritage Month at Indiana Wesleyan University, Marion, IN.
- “Fearless Mujeres of the Bible: Aksah, Debra & Jael, and the Daughters of Zelophehad” (2018, September). Main speaker at the Disciples of Christ Women’s Retreat, Lake Placid, FL.
- “Que Hago estoy en Joppe” (2018, July). Speaker at Hacienda el Bien, Bogota, Colombia.
- “Adios, A Dios” (2018, July). Commencement speaker, Seminario Wesley, Bogota, Colombia.
- “Growing Disciples: Bringing Diversity into the Conversation” (2018, May). Festival of Discipleship, College Wesleyan Church, Marion, IN.
- “Who Do You Think You Are?” (2018, April). Houghton College Chapel, Houghton, NY.
- “Cultural and Religious Reconciliation: First Reconcile with God” (2018, February). Love Revolution at Indiana Wesleyan University, Marion, IN.
- “Disconnect: The Millennial Generation” (2018, January). MissioTalk, Orlando, FL.
- “The System’s Broke: Addressing Institutional Racism” (2017, November) LENSES Institute, Orlando, FL.

- “El Giro Policéntrico y las Implicaciones Misional sobre la Iglesia Hispanoparlante” (2017, October). JIBACAM, Bogota, Colombia.
- “Fight Like a Girl” (2016, October). Salvation Army Star Camp, Bloomingdale, NJ.
- “Hechos Nuevos” (2016, June). Renuevo Retreat for Hispanic Pastors, Southern Wesleyan University, Central, SC.
- “El Caso de Jesús” (2016, Marzo). Iglesia Wesleyana de Guaynabo, Guaynabo, Puerto Rico.
- “The Force is within You” (April, 2016). EXCEL Leadership Conference, Allentown, PA.
- “At the Door” (2016, January). Destino Winter Conference, CRU, Orlando, FL.
- “Prayer for Immigration (2015, April). National Hispanic Prayer Breakfast hosted by Esperanza, Washington D.C.
- “They Don’t Know Me” (2015, January). The Gathering Conference of The Wesleyan Church, Orlando, Florida.
- “En Cristo” (2014, March). Come to the Water, a National Conference for Wesleyan Clergy Women, Estes Park, Colorado.

References Available upon Request