

Matt M. Tibbles

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Organizational Development, Conflict Transformation, and Restorative Justice Professional

An organizational development and conflict transformation professional with experience working in multi-ethnic for-profit businesses, higher education, and non-profit organizations in developing and implementing organizational development strategies with a specialization in trauma-informed and resilient-based strategies/practices.

Core Competencies

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|---|---------------------------------------|--|
| ~ Leadership & Management | ~ Conflict Transformation | ~ Strategic Visioning |
| ~ Conflict & Systems Analysis | ~ Non-Profit Management | ~ Community Development |
| ~ Trauma-Informed & Resilient Organizational Strategies | ~ Program & Organizational Management | ~ Program/Organizational Evaluation |
| ~ Restorative Justice Principles/Practices | ~ Organizational Consultant | ~ Trauma-Informed & Resilient Pedagogy |

Leadership and Management Experience

Lead Facilitator – Trauma-Informed & Resilient Pedagogy Work Group – Eastern Mennonite University 2020 – Current

I initiated and am the lead facilitator for the work group exploring and equipping faculty to adopt a trauma-informed and resilient pedagogy at Eastern Mennonite University. The purpose of the Trauma-informed & Resilient Pedagogy Working Group is: 1) to explore current research and practices involving trauma-informed and resilient pedagogical strategies and practices in higher education and classroom culture; 2) create resources specific to Eastern Mennonite University and connect these resources to faculty/staff/administrators; 3) connect faculty/staff who haven't been exposed to trauma-informed and resilient pedagogical strategies/practices yet with faculty/staff who have adopted these strategies/practices; 4) transform the pedagogical practices of faculty at Eastern Mennonite University.

Instructor – Eastern Mennonite University 2019 – Current

I plan and instruct courses relating to restorative justice, trauma awareness, resilience, mediation, facilitation, peacebuilding, and justice. Classes are practice-oriented giving students a good theoretical base but also providing plenty of opportunity to practice the skills they are learning. Practice skills ranged from facilitating circle processes, planning/performing program evaluations, to mediating conflicts between employees, facilitating group processes and learning, participating & leading MasterMind groups, with an emphasis in restorative values and dignity. My students are challenged to practice and apply all course material to current/future employment, organizational development models, and organizational culture. My students represent a cross section of the spectrum of majors (business administration, leadership and organizational management, recreation and sports management, peacebuilding, nursing, psychology, education, and criminal justice, etc.). My teaching load includes the following classes: Restorative Justice & Trauma Awareness; Mediation & Facilitation; Program Evaluation through Qualitative Methods; Exploring Conflict & Peace; Community & Conflict Analysis Techniques, Globalization & Justice; Peacebuilding Theory & Action, Praxis: Project, and Social Movements. All classes are taught using a trauma-informed classroom model rooted in dignity, empowerment of personal agency, and emergence theory. Other duties include mediating student interpersonal conflict, facilitating departmental conversations, building community support and partnerships for practice-oriented opportunities and assignments.

Adjunct Instructor – Eastern Mennonite University 2018 – 2019

I planned and instructed courses relating to restorative justice, trauma awareness, conflict analysis & intervention, research for social change, and conflict transformation practitioner formation. Students were given the opportunities to explore strong theoretical foundations while balancing theory with opportunities to practice the skills they were learning. Students were challenged to bring restorative values and practices using trauma-informed strategies into their respective fields (e.g. psychology, business administration, environmental justice, criminal justice, education, etc.) to integrate RJ &

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trauma-awareness into sectors of society where it hasn't been implemented and innovate practices to adapt to the new sectors of society. My teaching load included Restorative Justice & Trauma Awareness; Foundations I (Masters level course for the Center for Justice and Peacebuilding); Research Methods for Social Change, Community and Conflict Analysis Techniques; Analysis and Formation classes for the Summer Peacebuilding Institute for the Center for Justice and Peacebuilding.

Communications Manager – CJP-IKON

2018 – 2019

I managed the communications and knowledge department in creating innovative software to assist individuals and corporations in creating improved decision-making skills with a focus on improving flows of communication and information, while utilizing storytelling and narratives originating inside and outside the organization. The improved flows of communication and information created improved efficiency and more holistic and informed decision-making. In addition to my role as Communications Manager I was also responsible for organizational development which included healthy organizational culture development.

Organizational Development Consultant

2017 – 2018

I guided an international non-government organization (INGO) through an appreciative inquiry process of strategic planning and organizational development. We met regularly to create an organizational analysis within the U.S. and Honduran context. Through collaboration with the organization's board and organizational partners (U.S. and Honduran governmental and non-governmental organizations), we developed a strategic vision and plan for the organization which included organizational development milestones.

Education Manager – Women in Safe Homes

2014 – 2016

I managed the Education/Prevention Department for a domestic violence and sexual assault shelter. Our values included dignity for all, collaboration, and violence prevention. Our vision was to take steps forward to put an end to interpersonal violence. In order to see the vision become a reality, my department and I created and maintained community partnerships. We had strong partnerships with the local school district, local university, indigenous tribal governments, city and borough governments, law enforcement (local and state), social service agencies, and for-profit businesses. We started an initiative to become a trauma-informed and resilient community that gained state-wide recognition through collaboration with the Alaska Children's Trust. Skills I utilized during my employment included program and employee management, fiscal management, strategic planning and implementation, grant writing, policy and procedure development, community organizing, state-wide trainer for the Compass Toolkit: A Guide for Men, and organization training of employees and volunteers.

Juvenile Justice/Transition Officer II – State of Alaska

2012 – 2014

I worked as a Juvenile Justice/Transition Officer II for the State of Alaska. Our mission was to hold juvenile offenders accountable for their behavior, promoting the safety and restoration of victims and communities, and assist offenders and their families in developing skills to prevent crime. We used a trauma-informed care approach while using restorative practices. My responsibilities included keeping records (that could be used in a court of law), maintain the safety of the facility, use restorative practices when harms were created, direct supervision of juveniles, de-escalate juveniles when tensions rose or trauma responses engaged, communicate with families of juveniles I supervised, stay in communication with Juvenile Probation Officers, develop and implement transition plans for juveniles transitioning out of treatment and back into the community, and build community collaborative relationships to create wrap-around services and community support for transitioning juveniles. I managed the family support program inside the facility that attempted to create healthier relationships between juveniles and their families.

Education

Eastern Mennonite University – MA in Conflict Transformation

2016 – 2018

Course work focused on conflict analysis, creation and implementation of resilience-based development with a focus on trauma-informed & resilient organizational development

Harding University – BA in Youth and Family Ministry

1995 – 1999

Course work focused on youth and family development, faith formation, and Biblical studies

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Northeastern University – Accounting

1994 – 1995

Course work focused on general studies and accounting

Additional Leadership Experience

Title IX Review Panel & Appeal Board Member - Eastern Mennonite University

2020 – Current

As part of the Review Panel, I listen to the evidence presented by all parties involved, cross-examinations, witnesses, and help create a final determination. As part of the Appeal Board, I listen to appeals of a party and help determine if there were procedural irregularity, new evidence presented that could affect the outcome, or if a Title IX officer had a conflict of interest.

Board Member - Key Humanitarian Initiatives of Southern Honduras

2021 – Current

I am tasked with carrying out board responsibilities as they relate to mission, vision, programming, fiduciary responsibilities outlined in board member policies.

Academic Committee Member - The Center for Justice and Peacebuilding at Eastern Mennonite University

2020 – Current

I participate in a team of faculty to plan, implement, and address the academic needs relating to three Master of Arts degrees: Master of Arts in Conflict Transformation, Master of Arts in Restorative Justice, Master of Arts in Transformational Leadership.

Soccer Coach – Shenandoah Valley United

2017 – 2020

I coach(ed) the girls 06, 07, 08 teams in fundamental development and strategies of soccer. I currently possess a Grassroots license.

Alaska State Trainer – Compass Toolkit: A Guide for Men

2015 – 2016

I trained the trainers in the toolkit used to mentor young men away from violence. Onetraining occurred at the McLaughlin Youth Center in Anchorage, Alaska. The McLaughlin Youth Center was the largest detention and treatment center for juveniles in Alaska.

Interim Board President and Board Member – Ketchikan Youth Initiative

2014 – 2016

As the interim President, I was able to lead the organization so that it was able to pay its debts and continue construction on the KYI Youth Center.

Chair of the Empowering Youth Task Force – Ketchikan Wellness Coalition

2013 – 2015

I chaired the task force responsible for helping equip young citizens become successful, independent, and respected members of society while collaborating with other youth serving organizations.

Current and Past Projects

Restorative Justice Consultant - Manassas Park High School

Current

I am leading a team of consultants to help Manassas Park High School create a restorative justice culture. I am working with a core group of teachers and counselors to discover how restorative justice values and principles can create a new culture that honors the dignity of students, staff, and administrators, encourages more holistic ways of addressing harms, and developing conflict transformation skills.

Connecting Circle Collective (3C)

Current

The Connecting Circles Collective is an initiative focusing on leadership coaching for African American women and girls at 3 pivotal life junctures: childhood, adolescence, and adulthood. The Collective is being pioneered by locally recognized African American leaders all of whom have significant expertise in mentoring. With the receipt of resources

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from this grant, the Collective is launching a unique collaboration between these local organizations: Roberta Webb (early childhood education), Harriet Tubman (cultural and heritage center), Destiny's Daughters (young women's leadership development program), and Iron Dresses (a professional and career mentoring initiative). The Connecting Circles Collective will provide mentorship for three cohorts of African American young women: (1) young girls through the Roberta Webb Center, (2) adolescents through involvement with the Harriet Tubman Cultural Center and Destiny's Daughters, and (3) emerging professionals through engagement with the Iron Dresses program. I am one of two faculty from Eastern Mennonite University who play a convening role in serving the Collective's local leaders..

Program Evaluation of the Restorative Culture at Skyline Middle School **2019**

I instructed my undergraduate and graduate students as they learned how to perform a developmental evaluation and guided them as they performed the evaluation using best practices established by the Organisation for Economic Co-operation and Development (OECD).

Program Evaluator - Harrisonburg Restorative Justice Coalition **2017**

I, along with a team, performed a program evaluation to help the Harrisonburg Restorative Justice Coalition set new priorities and objectives for the future of the coalition.

Presenter – Virginia Occupational Therapy Association 26th Annual School Symposium **2019**

I co-presented on trauma-informed & resilient strategies and practices inside educational organizations to better equip occupational therapists.

Researcher – Organizational Behavior and Trauma-Informed Practices: A Qualitative Study **2018**

I researched how engaging in trauma-informed resilient strategies in an industrial shipyard transformed the organizational culture and employee wellness.