

GLORIA RHODES

Gloria.rhodes@emu.edu

EDUCATION

- Ph.D. Conflict Analysis and Resolution, Institute for Conflict Analysis and Resolution, George Mason University, Fairfax VA, January 2009. Dissertation research focused on comparison of conflict transformation and conflict resolution practice.
- M.S. Conflict Analysis and Resolution, Institute for Conflict Analysis and Resolution, George Mason University, Fairfax VA, 1997.
- B.A. Eastern Mennonite College, Harrisonburg, VA, 1988, *Summa cum laude*.
Major: English Literature and Composition
Minors: Business Administration, Journalism

ACADEMIC/RESEARCH INTERESTS

- *Reflective practice, and practice-based research*
- *Conflict analysis and community assessment*
- *Personal formation for peacebuilding practice*
- *Theories of conflict and violence, conflict transformation and peacebuilding*
- *Integration of analysis, research, theory, practice, and assessment*
- *Cross-cultural education – learning across cultures through the study of conflict*
- *Assessment and evaluation of skills learning and training*

TEACHING EXPERIENCE

- *Associate Professor of Peacebuilding and Conflict Studies, 2009-present, Eastern Mennonite University.*

Graduate Courses:

- PAX 533 Formation for Peacebuilding Practice (3 SH), hybrid Fall 2022.
- PAX 533 Analysis: Understanding Conflict (3 SH), hybrid Fall 2022.
- PAX 534 Foundations for Justice and Peacebuilding I, (6 SH) every fall 2013-2021. Offered online only Fall, 2020, and hybrid Fall 2021.
- NURS 503 Practice: Skills for Conflict Transformation, Asynchronous online course with short residential component. Summer 2011-14, Fall 2012, 2015-present. Offered online only with synchronous and asynchronous components Fall 2020-present.
- PAX 533 Conflict Analysis, Fall 2010, 2011, 2012, Summer intensive 2015-2020, 2022. Offered online only Summer 2020.
- PAX 532 Formation for Peacebuilding Practice, Summer intensive 2018-2020. 2022. Offered online Summer 2020.
- PAX 503 Practice: Skills for Peacebuilding, Fall 2009, May 2012, May 2016, May 2017
- PAX 533w Conflict Analysis for Women's Peacebuilding Leadership Program, Somalia, Kenya, September 2012, 2016
- PAX 503w Practice Skills for Peacebuilding for Women's Peacebuilding Leadership Program, Monrovia, Liberia, March 2013 and Summer Peacebuilding Institute, EMU, June 2013
- Summer Peacebuilding Institute: Introduction to Conflict Transformation, May 2007-2011

Undergraduate Courses:

- PXD Peacebuilding Theory and Action 2017, 2019

- PXD Theories of Peacebuilding 2009-2016
 PXD Community and Conflict Analysis Techniques Spring 2009, 2011, 2013, 2015, 2017
 PXD Mediation and Conflict Transformation 2009-2011
 PXD Group Dynamics and Facilitation 2009-2011
 CORE Senior Seminar (General Education) 2011-2015
 PXD Exploring Conflict and Peace 2009-2010
- *Co-Leader*, with Jim Yoder. Cross Cultural Seminar (3 SH) Navajo Nation, May 19-June 9, 2017.
 - *Leader*, with assistants Scott Kim and Cheryl Woelk. Cross Cultural Seminar (3 SH) South Korea, May 4-25, 2013.
 - *Co-leader*, with Mark Metzler Sawin. Cross Cultural Seminar (6 SH) History and Culture of Ireland and Northern Ireland, May 17-July 1, 2010.
 - *Assistant Professor of Sociology and Conflict Studies*, 2002-2009, Eastern Mennonite University.
 Planned and Taught Courses:
 JPCS 281 Exploring Conflict and Peace
 JPCS 351 Mediation and Conflict Transformation
 JPCS 462 Group Dynamics and Facilitation
 JPCS 482 Theories for Analysis and Action
 SOC 232 Human Behavior in the Social Environment: Social Stratification
 SOC 101 Introduction to Sociology
 JPCS 281 Exploring the Peacebuilding Arts
 SOC 252 Family in the Social Context
 JPCS 311 Transformative Approaches to Justice and Peacebuilding
 HONRS 312a Human Creation: Our roles in relation to the Arts and Society (Honors)
 Co-designed new major in Peacebuilding and Development (start date, 09)
 - *Co-Instructor*, 1999-2002, Bridgewater College, Bridgewater, VA. With Larry Hoover, plan, teach and evaluate students in all sections of the course SOC 319/PHIL 340 Conflict Transformation and Mediation (2 courses yearly).
 - *Assistant Professor and Co-Leader*, with Ann Gross. Fall 2001, Cross Cultural Education Program, Eastern Mennonite University, Harrisonburg, VA. Planned and led the 14-week study tour in Ireland and Northern Ireland for 27 undergraduates. Responsibilities included planning and overseeing orientation, itinerary, daily schedule, and debriefing, and planning, teaching, and assessing students in the following courses:
 CCUS 201 Cross-cultural Understanding (3 sh)
 CCHIST 301 History of Ireland and Northern Ireland (3 sh)
 CCPOSC 331 Conflict and Reconciliation in Ireland (3 sh)
 CCSOC 301 Irish Contemporary Social Issues (3 sh)
 - *Lead Instructor*, August 25-December 11, 1998, Cross Cultural Education Program, Eastern Mennonite University, Harrisonburg, VA. Planned and led 14-week study tour in Ireland and Northern Ireland for 28 undergraduates. Responsibilities included planning and overseeing itinerary, budget, student lodging, food and transportation, and developing, planning, teaching, and evaluating five new courses:
 CCUS 201 Cross-cultural Understanding (3 sh)
 CCHIST 301 History of Ireland and Northern Ireland (3 sh)
 CCHUM 301 Irish Cultural Heritage (3 sh)
 CCPOSC 331 Conflict and Reconciliation in Ireland (3 sh)
 CCSOC 301 Irish Contemporary Social Issues (3 sh)

PUBLICATIONS

- *Do We Walk It Like We Talk it? Guided reflection for people working for peace and justice (working title)*. Rowman and Littlefield. (Forthcoming, 2023).
- Rhodes, G., & Akram, M. (2023). Conflict analysis, learning from practice. *Conflict Resolution Quarterly*, 40(3), 333– 355. <https://doi.org/10.1002/crq.21371>
- Practicing What We Preach: Personal Formation as Peace Practice. In *Just Peace, Vol II* (2021). Proceedings of the 2nd *Global Mennonite Peacebuilding Conference*. Netherlands, Wipf and Stock Publishers (Forthcoming, 2022?).
- [Book Review] *The Jesus Factor in Justice and Peacemaking* by C. Norman Kraus (October 2015). In *Menonite Quarterly Review*, 89.4. Goshen, IN.
- Memorial Day Reflection, and Drawing Trees. (2011). In Landis, Susan Mark, Lisa Amstutz, Cindy Snider, eds. *Seasoned with Peace: Spring*. Peacemeal Press.
- Avoiding Conflict. (2010). In Landis, Susan Mark, Lisa Amstutz, Cindy Snider, eds. *Seasoned with Peace: Winter*. Peacemeal Press.
- Mennonites. (2010). *The Oxford International Encyclopedia of Peace*. Oxford University Press.
- Drawing Trees. (June 16, 2009). *PeaceSigns*. Orrville, OH: Peace and Justice Support Network of MCUSA.
- *Conflict Resolution and Conflict Transformation Practice: Is There a Difference?* Unpublished Dissertation. (December 5, 2008). Fairfax, VA: George Mason University.
- Exploring Peace and Conflict. (2008, August). In Garber, Julie, B. Welling Hall, Joseph Liechty, Timothy McElwee, eds. *Peace, Justice, and Security Studies: A Curriculum Guide*. Boulder, Colo.: Lynne Reinner Publishers.
- Perspectives. In *Engaging Cyberspace: Peace and the Internet*. (2002, Fall). Guest editor *Conciliation Quarterly* 21:4, 13-16.

ACADEMIC PRESENTATIONS – COMPETITIVELY SELECTED

- *Presenter, Do We Walk It Like We Talk It?* Association for Conflict Resolution Annual Conference, Championsgate, FL, September 14-16, 2022.
- *Presenter, Peacebuilding and Conflict Transformation Practice*. Pastoral Colloquy 2022 “Building a Just Peace in an Unjust World: Learning with and from Our Anabaptist Colleagues”, Young Center for Pietist Studies, Elizabethtown College, PA. July 22-24, 2022.
- *Presenter, with Dr. Don Tyson, Eastern Mennonite University, Transforming Conflict Into Healing in Times Like These*. 2021 *Virtual Mennonite Health Assembly*, March 9-11, 2021.
- *Presenter, Learning from Practice: What Practitioners from Around the World Say about Healing Social Divides*. Association for Conflict Resolution Annual Conference, Tucson, AZ. September 18-21, 2019.
- *Presenter, Practicing what we preach: Educating for personal formation*. Peace, Conflict and Pedagogy Conference. The Archbishop Desmond Tutu Centre for War and Peace Studies and Centre for

Education and Policy Analysis, Liverpool Hope University, Liverpool, England. July 2, 2019.

- *Presenter, Personal Formation for Peace Practice.* Global Anabaptist Peacebuilding Conference and Festival Mennorode Hotel and Congress Centre, Elspeet, The Netherlands. June 27-30, 2019.
- *Presenter, with Dr. Mara Schoeny, George Mason University. Measuring Up: Professional Development and Self-Awareness.* Association for Conflict Resolution Annual Conference. Dallas, TX. October, 10-13, 2017.
- *Convener, Learning from Each Other: Undergraduate Programs in Peace and Conflict Studies.* Session for Peace and Justice Studies Association Conference. James Madison University, Harrisonburg, VA. October 15-17, 2015.
- *Presenter, with Dr. Rachel Monaco-Wilcox, Mount Mary University, Bridging Professional Worlds; Interdisciplinary Conflict Resolution Education.* Association for Conflict Resolution Annual Conference, Minneapolis, MN, October 9-12, 2013.
- *Presenter, with Dr. Mara Schoeny, George Mason University, et al. Peace Work—How do colleges and university conflict resolution and peace studies programs contribute?* Association for Conflict Resolution Annual Conference, Minneapolis, MN, October 9-12, 2013.
- *Presenter, Are They Getting It? Creating an Assessment Plan for Skills Learning in Conflict Resolution Training and Education,* with Dr. Mara Schoeny, George Mason University. Association for Conflict Resolution Annual Conference, New Orleans, LA, September 13-15, 2012.
- *Presenter, Reaching Across the Fence: Creating Opportunities to Learn with and From Others,* with Dr. Mara Schoeny, George Mason University, Dr. Alma Jadallah, and Dr. Frank Dukes, University of Virginia. Association for Conflict Resolution Annual Conference, New Orleans, LA, September 13-15, 2012.
- *Presenter, Comparing Conflict Resolution and Conflict Transformation Practice: Competing professional identities or complementary practices?* International Studies Association Annual Conference, San Diego, CA, March 30-April 3, 2012.
- *Presenter, Did they get it? Assessing practice-based learning in conflict resolution training and education* with Dr. Mara Schoeny, George Mason University. Association for Conflict Resolution Annual Conference, October 13-15, 2011.
- *Presenter, Poster Presentation of Dissertation Research.* Association for Conflict Resolution Annual Conference., Atlanta, GA. *Conflict Transformation and Conflict Resolution Practice: What is the Difference?* October 7-9, 2009.
- *Presenter, Association for Conflict Resolution Annual Conference, Phoenix, AZ. Presentation of Dissertation Research. What Practitioners Are Saying.* October 24-27, 2007.
- *Presenter, July 17, 2001, International Society for Political Psychology Annual Conference, Cuernavaca, Mexico. Evaluating Conflict Resolution Training in Northern Ireland.*

PROFESSIONAL CONSULTANCIES/PEER REVIEWS - INVITED

-
- *Consultant, Catholic University of South Sudan, Curriculum Development Workshop, Peace and Conflict Studies program, Juba, South Sudan. January 31-February 4, 2017.*

- *Participant/Consultant/Presenter*, Peace Processes. Peace Professor Delegation, Mennonite Central Committee, Bogota and Cali, Colombia, August 8-15, 2016.
- *Peer Reviewer*, *Journal of Peacebuilding & Development*, March 2016.
- *Peer Reviewer*, for book manuscript. Routledge publishing. August, 2015.

PROFESSIONAL PRESENTATIONS/TRAININGS – INVITED

- *Facilitator/trainer*, Mennonite Central Committee, *Authentic Leadership* Cohort training. *The Enneagram, Conflict, and Leadership*. March 22, 2022.
- *Facilitator/trainer*, James Madison University, Center for Global Engagement. *The Enneagram for Personal and Relational Growth at Work*. October 19, 2022.
- *Consultant, Facilitator and Lead Trainer*, Guidespring Mentoring College, *Understanding Conflict and Engaging in Peace*. Mentoring College Cohort 1, Milton, PA. Presentations via Zoom and in person. August 2020 – present.
- *Facilitator*, Partners Excavating Company, *The Enneagram for Workplace Relationships*. August and October, 2019.
- *Plenary Speaker, and workshop facilitator*, Called Together: A Retreat for Married Couples in Professional Ministry. Massanetta Springs Camp and Conference Center. *The Enneagram for Personal and Relational Growth*. August 8-9, 2017.
- *Facilitator/Presenter*, Day-long workshop, Sanctuary Mennonite Church, *The Enneagram for Personal Growth*, August 20, 2016.
- *Lecturer, and workshop facilitator*, Peacemaking Symposium, *Working for Peace in a Complex World*, Co-sponsored by Wooster Mennonite Church, Wooster Christian Fellowship, and the Ohio Conference of Mennonite Church USA, College of Wooster, Wooster, OH, March 4, 2016.
- *Co-Trainer*, with Kathy Evans, Strategies for Trauma Awareness and Resilience 2-day Pre-conference training. International Conflict Resolution in Education Summit. *Human Rights and Conflict Resolution: Tensions and Opportunities*. June 17 – 22, 2015.
- *Presenter*, Bridging Cultures and Conflict: Constructive approaches in the intercultural workplace. Administrative Professionals Day Keynote Address. Blue Ridge Community College, April 25, 2015.
- *Presenter*, Staff In-service Plenary Address. *Bridging Cultures: Culture and Conflict*. Blue Ridge Community College, October 7, 2014.
- *Lead Trainer*, with Kathy Evans, Strategies for Trauma Awareness and Resilience 2-day Pre-conference training. International Conflict Resolution in Education Summit. *Developing & Implementing Culturally Inclusive Conflict Resolution Education Policies & Practices in K-12 & H.E.* Fairfax, Virginia. June 11 – 16, 2014.
- *Co-Trainer*, Conflict Transformation for civil society, with Fadi el Hajjar, Transformative & Empowering Solutions, Beirut Lebanon, September 23-29, 2011.

PROFESSIONAL PRESENTATIONS AT EMU – INVITED, ABRIDGED

- *Presenter/Facilitator*, Orientation for Residence Life Staff, Eastern Mennonite University, *The Enneagram, Conflict and Leadership*. May 10, 2019.
- *Presenter/Facilitator*, Guest speaker, Personal Formation class, and Foundations class, Eastern Mennonite Seminary, *The Enneagram for Personal Growth*, Spring semesters 2017, 2018, 2019
- *Facilitator/Presenter*, Half-day workshop, Information Systems Staff Development Day, *The Enneagram, Conflict, and Working as a Team*, August 22, 2017.
- *Presenter/Facilitator*, January 2017, Guatemala/Colombia Cross Cultural Semester Orientation, Eastern Mennonite University, *The Enneagram, Conflict and Group Dynamics*.
- *Presenter/Facilitator*, Orientation for Community Assistants, Eastern Mennonite University, *The Enneagram, Conflict and Leadership*, October 31, 2016.
- *Participant*, November 2013, Strategies for Trauma Awareness and Resilience II, Training for Trainers, Eastern Mennonite University.
- *Co-Trainer*, 10-hour Strategies for Trauma Awareness and Resilience (STAR) Seminar for undergraduate students. Eastern Mennonite University, February 2008, 2009, 2010 and 2011.

RESEARCH

- *Researcher*, January 2019-April 2020, *Conflict Analysis in Practice: Learning from Practitioners*, an interview study.
- *Researcher*, August 2003-2007, conducted qualitative dissertation research comparing conflict resolution and conflict transformation approaches to conflict intervention through practitioner interviews.

UNIVERSITY SERVICE

- *Academic Director*, Center for Justice and Peacebuilding, 2022-present.
- *Member*, Hiring Search Committee, School of Social Sciences and Professions, Fall 2021-present.
- *Member*, Library Committee, Fall 2021-2022.
- *Member*, Strategic Leadership Team, Center for Justice and Peacebuilding, 2021-2022.
- *Member*, Practicum Committee, Center for Justice and Peacebuilding, 2021-2022.
- *Member*, Admissions Committee, Center for Justice and Peacebuilding, 2015-present
- *Member*, Academic Committee, Center for Justice and Peacebuilding, 2010-present
- *Member*, C. Henry Smith Oratorical Contest Planning Committee 2004-2019.
- *Department Chair and Convener*, Applied Social Sciences Bi-weekly Department Meeting 2009-2018.
- *Member*, Undergraduate Council, representing Department of Applied Social Sciences 2009-2017.
- *Co-Chair*, Undergraduate Council 2012-14
- *Member* of General Education Cross Cultural Committee 1999 and 2006-2011.

- *Member*, Academic Council/Undergraduate Council, representing Justice, Peace, and Conflict Studies 2005-2008.

AFFILIATIONS/MEMBERSHIPS

- *Member* of the Association for Conflict Resolution, 2006-present.
- *Member* of the Peace and Justice Studies Association, 2006-present.
- *Member* of Association of American University Women, 1999-present.

ADMINISTRATIVE EXPERIENCE

- *Department Chair and Peacebuilding and Development coordinator*, 2009-2018, Department of Applied Social Sciences (DASS), Eastern Mennonite University, Harrisonburg, VA. Oversee activities for the department and its programs in Social Work, Peacebuilding and Development, Sociology, and Environmental and Social Sustainability. Chief responsibilities for departmental faculty hiring, support and accountability, curriculum development, budget and spending, loading and scheduling, advising current and prospective students, supervising office coordinator and work study students, and ensuring program quality through assessment.
- *Coordinator*, July 1, 2004-2008, Justice, Peace, and Conflict Studies undergraduate major (JPCS), Eastern Mennonite University, Harrisonburg, VA. Administer the JPCS undergraduate major, including faculty, curriculum and budget issues, serve on Academic Council, advise students, and ensure program quality and assessment.
- *Administrative Director*, 1998-1999, Summer Peacebuilding Institute, Conflict Transformation Program, Eastern Mennonite University, Harrisonburg, VA. Co-directed the Summer Peacebuilding Institute with responsibility for admissions, student advising and placement, facilitation of curriculum planning, liaison for Summer Institute instructors, budgetary oversight, and resources. Also oversaw publication of yearly SPI brochure.
- *Assistant to the Director*, January 1994-July 1995, National Conference on Peacemaking and Conflict Resolution, Fairfax, VA. Assisted executive director in planning and managing the biennial conference of 1500 participants. Solicited advertising, assisted in planning board meetings and communicating with board members. Managed mailing list database and performed routine office and bookkeeping/accounting duties.

TECHNICAL AND SPECIALIZED SKILLS

- Pedagogical technologies including VoiceThread, Blackboard, Moodle, GoToMeeting, WebX, Zoom, Panopto etc.
- Accounting: payroll, accounts receivable, accounts payable, general ledger

ARTISTIC PRODUCTION

- *Commissioned Author*. *Oh God, for too long we have mourned*. Hymn text, with music by Dr Bradley Lehman. Commissioned for Lenten series, Community Mennonite Church, Harrisonburg, Virginia, 2018.
- *Author*. *Where is that other what?* Poem. *Phoenix Literary Journal*. Eastern Mennonite University, 2012.
- *Commissioned Author*. *We gather here to honor a people and a place*. Hymn text, with music by Bradley Lehman. Commissioned for the 50th anniversary celebration of Waterford Mennonite Church, Goshen, Indiana, 2009.

LANGUAGES

- *French* – intermediate proficiency in speaking and reading.
- *Russian* – elementary proficiency in speaking and reading

COMMUNITY ACTIVITIES AND VOLUNTEER EXPERIENCE

- *Executive Board Member*, 2018-2022. Faith In Action, Harrisonburg, VA.
- *Board Member and Vice Chair*, 2016-2020, Patchwork Pantry, Harrisonburg VA.
- *Volunteer*, 1995-2020, Patchwork Pantry, Harrisonburg VA. Provide in-take interviews and use Russian and French language to assist refugee families with food pantry requests during the summer.
- *Member*, 1989-present, Community Mennonite Church, Harrisonburg, VA. Worship leader 2022-2023. Taught Adult Sunday School, Fall 2009, Spring 2017, Fall 2017, Spring 2023. Served on Worship Arts Committee, September 2005-2007. Served on Worship Committee, September 1996 – August 1998.

REFERENCES AVAILABLE UPON REQUEST
