

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO. 2025 - 31**

SUBJECT: TENURE APPROVAL FOR LAMONT SIMMONS, PH.D., COLLEGE OF ARTS & SCIENCES

WHEREAS, pursuant to D.C. Official Code § 38-1202.06(3), the Board of Trustees is authorized to establish or approve policies and procedures governing admissions, curricula, programs, graduation, the awarding of degrees, and general policy for the components of the University; and

WHEREAS, Dr. Lamont Simmons, Associate Professor of Social Work in the Division of Education, Health, and Social Work, of the College of Arts and Sciences (CAS) of the University of the District of Columbia (UDC), has petitioned the University to be granted tenure in the department in which he is qualified; and

WHEREAS, Dr. Jeffery Fleming, Dean of CAS, in conjunction with the Division Chair and the Department and College Promotion and Tenure Committees, have conducted a thorough review of Dr. Simmons's academic background and records of achievement in teaching, scholarship, and university and community service, including his portfolio of performance from his previous institution, Salem State University, where he was granted tenure in 2023, and recommended him for tenure; and

WHEREAS, they judged Dr. Simmons to be an excellent professor in the Social Work Program with distinguished skills and expertise in his field who meets the criteria by which University of the District of Columbia faculty are evaluated, based on the 8th Master Agreement, noting his rankings as distinguished in teaching effectiveness; research and scholarly works (including research on persistence and degree attainment outcomes, particularly among marginalized and underrepresented students in social work and higher education); and substantial service to the University and professional community (including service as Program Director of the Bachelor of Social Work program, and participation in professional organizations such as the Council on Racial, Ethnic, and Cultural Diversity, all of which make him an asset to UDC; and

WHEREAS, the Chief Academic Officer and the President have affirmed the recommendation of tenure for Dr. Simmons from Dean Fleming and the appropriate committees, and the President has forwarded the recommendation for tenure to the Board of Trustees.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the University of the District of Columbia approves the award of tenure to Dr. Lamont Simmons, College of Arts and Sciences, at the rank of Associate Professor effective October 1, 2025.

Approved by the Executive Committee:

June 17, 2025

Ratified by the Board of Trustees:

June 24, 2025



Warner H. Session
Chairperson of the Board

UNIVERSITY OF THE
DISTRICT OF COLUMBIA
OFFICE OF THE CHIEF ACADEMIC OFFICER —

APRIL MASSEY, PH.D.
CHIEF ACADEMIC OFFICER

May 12, 2025

Dr. Lamont Simmons
College of Arts and Sciences
University of the District of Columbia

Dear Dr. Simmons,

This letter is to inform you that I have reviewed and am recommending approval of your application for import of tenure earned at a previous institution.

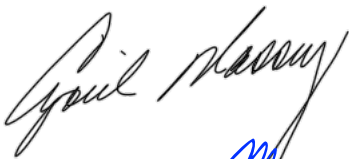
Having thoroughly evaluated your record of accomplishments in the domains of teaching, scholarship, and service at your previous institution and during your employment with the University of the District of Columbia, and having concurred with the recommendations of your prior institution review committees as well as those of your current Chair, Dean, and relevant tenure review committee(s), my recommendation will now go to both the president and the Board of Trustees for final decisions regarding your tenure.

Regarding your application for tenure, after receiving presidential approval, your application will be reviewed and voted on at the next meeting of the Board's Academic and Student Affairs Committee, scheduled for June 17, 2025. Applicants approved in Committee will be voted on during the subsequent full Board meeting, scheduled for June 24, 2025. Board-approved tenures will be effective on October 1, 2025.

All approved promotions and associated salary increases will be effective on October 1, 2025, subject to final budget approval by the government of the District of Columbia.

Congratulations on reaching this stage of the review process and thank you for your sustained commitment to student success and professional excellence. You are to be commended for submitting a strong narrative and supporting evidence of your achievements as a faculty member at the University of the District of Columbia.

Sincerely,



Approved:


President Maurice D. Edington

Date: 6/13/25

DEAN'S REVIEW OF APPLICATION FOR PROMOTION AND TENUREApplicant's Name: Lamont Simmons For the Rank of Tenure at UDC

Category	Observations
II. Performance Evaluations	Dr. Simmons' offer letter includes the opportunity to pursue tenure after successfully completing one year of service. He has not only met this requirement but has done so with an Outstanding rating of 3.
III. A. Continuing Education	Dr. Simmons has actively engaged in continuing education, co-leading workshops on diversity statements, intersectional antiracist practices, and vaccine choices for BIPOC and disability communities. His efforts include credit-bearing online courses and virtual workshops, contributing to the professional development of social work professionals and affiliates.
B. Authorships	Dr. Simmons' publications focus on critical issues such as diversity, equity, inclusion, microaggressions, academic disparities, disability justice, and trauma-informed practices, showcasing his profound understanding of social work education and practice. His recent authorships, including notable works on resistance to DEI conversations and disability justice, reflect his dedication to advancing knowledge and promoting equity in both academia and practice.
C. Research	Dr. Lamont Simmons is at the forefront of social work research, tackling critical issues like student persistence and the intersectionality of race and education. His impactful work not only addresses pressing challenges but also enriches his teaching and mentoring, creating an educational environment that drives student success and engagement.
D. Works, Shows, Exhibits, Patents	NA
E. Other Professional Activities	Dr. Simmons' unwavering commitment to academic advising and professional development significantly enriches the student experience and bolsters the university's overall success and vitality.
F. University Service	Dr. Simmons' dedication to university service, highlighted by his exceptional academic advising and proactive professional development as the BSW Program Director, underscores his invaluable contributions to the campus community. His efforts not only elevate the academic experience for students but also drive the institution's success and vitality, fostering a supportive and enriching environment for both students and faculty.
G. Community Service	Through his work, Dr. Simmons fosters collaboration and advocacy, reinforcing the core values of social work and making a profound impact on his community.

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☒ X Strongly Recommended☐ Recommended☐ Not RecommendedRanked Number 1 OF 1

I am writing to offer my strongest recommendation for Dr. Lamont Simmons to be granted tenure as a faculty member in the Social Work program at the University of the District of Columbia (UDC). After a thorough review of Dr. Simmons's portfolio from his previous institution, Salem State University, where he was granted tenure (2023), we in the College of Arts and Sciences at UDC also strongly recommend that Dr. Simmons be granted tenure in our Social Work program.

Dr. Simmons has demonstrated exceptional dedication to teaching, scholarship, and service throughout his academic career. His commitment to teaching excellence is evident through his innovative and effective teaching methods, which have consistently received high student evaluations. Dr. Simmons has taught a variety of undergraduate social work courses, including a first-year seminar for men of color, and has been recognized for his ability to create a supportive and engaging learning environment that fosters student growth and success.

In addition to his teaching excellence, Dr. Simmons has made significant contributions to scholarship. His research focuses on persistence and degree attainment outcomes, particularly among marginalized and underrepresented students in social work and higher education. He has published numerous peer-reviewed articles and presented his work at national conferences. Dr. Simmons's scholarship on persistence informs his teaching strategies and supports student decision-making and academic success. His recent work on antiracism, diversity, equity, and inclusion further demonstrates his commitment to addressing systemic issues in social work education.

Dr. Simmons's service to the university and the broader social work community is equally commendable. He serves in various leadership roles, including as the Program Director of the BSW program at UDC, and has been an active member of several departmental and university committees. His involvement in professional organizations, such as the Council on Racial, Ethnic, and Cultural Diversity, highlights his dedication to advancing the field of social work and promoting equity and inclusion.

In summary, Dr. Simmons's achievements in teaching, scholarship, and service make him an outstanding candidate for tenure in the Social Work program at UDC. His unwavering dedication to advancing UDC's academic and professional standing is commendable, and I am confident that he will continue to make significant contributions to our institution and the broader academic community.

I wholeheartedly endorse Dr. Lamont Simmons for tenure. Thank you for your consideration.

Date: 02/27/2025 Signed: Jeffrey Allen
Dean, College of Arts and Sciences

Lamont D. Simmons

University of the District of Columbia
lamont.simmons@udc.edu | (202) 274-5194
<https://orcid.org/0009-0001-3227-0860>

PROFESSIONAL SUMMARY

Experienced higher education professional with 15+ years in leading academic programs, teaching, professional development, and research-informed practice. Dedicated to fostering academic success and well-being of diverse student populations, grounded in equity, advocacy, inclusion, belonging, and social justice. Committed to creating an inclusive and supportive environment for all students.

EDUCATION

University of Memphis, College of Education, Department of Leadership, Memphis, TN

2013 Doctor of Education: Higher and Adult Education Leadership

Dissertation: Navigating the Path toward Graduation: A Qualitative Case Study of African American Male Persistence at a Predominantly White Institution.

Aurora University, George Williams College, School of Social Work, Aurora, IL

Master of Social Work: Advanced Generalist Practice

Bachelor of Social Work

Minors: Spanish, Psychology

ACADEMIC LEADERSHIP AND TEACHING EXPERIENCE

Associate Professor & BSW Program Director, 2023 -

University of the District of Columbia, College of Arts & Sciences, Washington, DC

- Lead and oversee the Bachelor of Social Work program to ensure alignment with institutional goals
- Provide leadership and guidance to program faculty, fostering excellence in teaching and research
- Conduct comprehensive reviews and updates to maintain a relevant, explicit curriculum
- Chair program committees and lead faculty recruitment efforts to support program growth
- Manage program compliance with the Council on Social Work Education accreditation standards, including preparing reports and supporting analysis of assessment outcomes

Interim BSW Program Coordinator, 2021 - 2022 | Assistant Professor, 2017 - 2023 (tenured)

Salem State University, School of Social Work, Salem, MA

- Directed and oversaw the Bachelor of Social Work program to ensure efficient functioning
- Created and managed the course schedule to optimize academic delivery
- Collaborated with colleagues as an active participant in administrative team meetings to support program goals
- Led monthly program meetings, fostering communication and decision-making
- Guided academic and professional growth for students by facilitating problem-solving meetings tailored to their unique challenges

Assistant Professor, 2013 - 2017 | Lecturer, 2012 - 2013

Salem State University, School of Social Work, Salem, MA

- Taught social work courses at undergraduate and graduate levels
- Contributed to curriculum development, ensuring alignment with accreditation standards
- Mentored students, fostering academic and professional growth
- Participated in program assessments and reviews, supporting institutional goals

COURSES TAUGHT

Full-Time Teaching

University of the District of Columbia, Washington, DC, 2023 -

Introduction to Critical Thinking & Intensive Writing; Social Work Practice I; Research in Social Welfare I; Research in Social Welfare II; Practicum I; Practicum II

Salem State University, School of Social Work, Salem, MA, 2017 - 2023

First-Year Seminar for Men of Color; The Profession of Social Work; Human Behavior and the Social Environment I (Macro Level); Understanding Privilege, Oppression & Cultural Competence in Social Work; Field Education I and II; Field Education Seminar I and II; Social Policy: Theory and Action; Directed Study in the Generalist Approach; SWK Honors (Honors Thesis); Human Diversity and Social Work Practice; Integrative Case Analysis and Decision-Making

University of Memphis, School of Social Work, Memphis, TN, 2012 - 2017

Introduction to Social Work; Human Behavior and the Social Environment (Micro Level); Social Work Practice I (Individuals); Social Work Practice II (Families and Groups); Introduction to Social Work Research; Integrative Field Seminar II; Directed Independent Study; Child Welfare Best Practices

Adjunct Teaching

Simmons University, Doctorate of Social Work Program, Boston, MA, 2023 -

The Inner Life of the Adult Learner: Introduction to Theory and Practice

Walden University, Master of Social Work Program, Minneapolis, MN, 2023 -

Changing Lives, Changing Society; Diversity, Human Rights, & Social Justice

Virginia Commonwealth University, MSW Program, Richmond, VA, 2021 - 2023

Foundations of Research in Social Work Practice; Social Policy: Child & Youth Well-Being

University of Memphis, BASW Program, Memphis, TN, 2008 - 2011

Introduction to Social Work Research

PROFESSIONAL EMPLOYMENT

Professional Development Specialist

University of Memphis, Division of Social Work, Memphis, TN, 2007 - 2012

Child Welfare Training Center

Intensive Case Management Project Director/School-Based Therapist, 2005 - 2007

Life Strategies of Arkansas, LLC, W. Memphis Outpatient Clinic, W. Memphis, AR

Alternative Education School Social Worker, 2003 - 2004

Chicago Public Schools, Infinity School of Chicago, Chicago, IL

Mental Health Counselor, 2001 - 2003

Methodist Hospital of Chicago, Inpatient Psychiatry, Chicago, IL

Clinical Case Manager, 1999 - 2001

Jane Addams Hull-House Association, Chicago, IL

Neighbor-to-Neighbor Program

PUBLICATIONS

Journal Articles

1. O'Keefe, C., Brombacker, M., Leiner, J., Johnson, L., Slayter, E., & **Simmons, L.D.** (Accepted). Engagement with the concept of antiracism in prominent social work journals. *Critical Social Work*.
2. King, D.M., Rouland, R.S., Howell, T.H., Dyson, Y.D., **Simmons, L.D.**, Bencomo, B., & Becker, B. (2025). Are social work programs exempt from microaggressions? A systematic review of racial microaggressions in social work education. *Journal of Social Work Education*, 61(1), 132-144. <https://doi.org/10.1080/10437797.2024.2386300>
3. **Simmons, L.D.**, & Slayter, E. (2023). Intersectional anti-racist practice with the disability community. *Intersectionalities: A Global Journal of Social Work Analysis, Research, Polity, and Practice*, 11(1), 102-123. <https://doi.org/10.48336/IJBMWA4948>
4. **Simmons, L.D.**, Slayter, E., & Johnson, L. (2023). Using an anti-racist, equity-minded lens in assessment of teaching and learning. *Social Work Education*, 43(8). 2274-2290. <https://doi.org/10.1080/02615479.2023.2254777>
5. Slayter, E., Kattari, S.K., Yakas, L., Singh, R., Goulden, A., Taylor, S., Wernick, L.J., **Simmons, L.D.**, & Prince, D. (2022). Beyond ramps, curb cuts, and captions: A call for disability justice in social work. *Social Work*, 67(5), 1-4. <https://doi.org/10.1093/sw/swac045>
6. Elswick, S., Casey, L., Delgado, D., Rudd, L., Crutchfield, J., Cuellar, M., Seemann, D., Taylor, L., & **Simmons, L.D.** (2021). Using a multi-tiered system of supports framework as the foundation for overlaying trauma-informed practices: A pilot study in one urban school district. *School Social Work Journal*, 46(1), 51-72. (Fall 2021).
7. **Simmons, L.D.** (2019). Sustaining trajectories: Black males persisting in undergraduate social work education. *Advances in Social Work*, 19(2), 290-310. <https://doi.org/10.18060/22647>
8. **Simmons, L.D.** (2019). Beyond matriculation: Examining factors contributing to African American male persistence at a predominantly White institution. *The Journal of College Student Retention: Research, Theory, & Practice*, 21(3), 358-383. <https://doi.org/10.1177/1521025117714163>
9. **Simmons, L.D.**, Taylor, L.C., Anderson, K., & Neely-Barnes, S. (2018). Comparative experiences of first- and continuing-generation social work students. *Journal of Social Work Education*, 54(3), 480-491. <https://doi.org/10.1080/10437797.2018.1434436>
10. Watson, J., Washington, G., **Simmons, L.D.**, & Akinyemi, H. (2017). A comprehensive insight on men healing men and communities' network (MHMCN). *Journal of Depression and Anxiety*, 6(4), 1-6. <https://doi.org/10.4172/2167-1044.1000289>
11. **Simmons, L.D.** (2015). Exploring teacher development through racial discourse [Review of the book *Making Meaning of Whiteness*, by A. McIntyre]. *The Qualitative Report*, 20(3), 231-233. <http://www.nova.edu/ssss/QR/QR20/3/simmons1.pdf>

12. **Simmons, L.D.** (2013). Factors of persistence for African American men in a student support organization. *Journal of Negro Education*, 82(1), 62-74.
<https://doi.org/10.7709/jnegroeducation.82.1.0062>

Conference Papers

1. **Simmons, L.D.** (2016). Empowered to persist: The impact of “Project Empowerment” on retaining Black males in college. *Proceedings of the 14th Annual Hawaii International Conference on Education* (pp. 1463-1479). Honolulu, HI. ISSN: 1541-5880. <http://hiceducation.org/wp-content/uploads/2019/10/EDU2016.pdf>
2. **Simmons, L.D.** (2016). Insights into persistence among African American males at a predominantly white institution. *Proceedings of the 14th Annual Hawaii International Conference on Education* (pp. 698-711). Honolulu, HI. ISSN: 1541-5880. <http://hiceducation.org/wp-content/uploads/2019/10/EDU2016.pdf>

Online Articles

1. Fulcher, S., **Simmons, L.D.**, & Slayter, E. (2023, October). Identifying and responding to resistance around conversations about diversity, equity, and inclusion. *The New Social Worker*. <https://www.socialworker.com/feature-articles/practice/identifying-responding-resistance-diversity-equity-inclusion/>
2. Johnson, L., Slayter, E., & **Simmons, L.D.** (2021, Fall). On equity-minded practice as a framework for social workers. *The New Social Worker*, 28(3), 14-15.
<https://www.socialworker.com/feature-articles/practice/equity-minded-practice-framework-social-workers/>

Editorials

1. **Simmons, L.D.**, & Slayter, E. (2022, May 23). Beyond Instagram posts & candlelight vigils: Fostering meaningful responses to Buffalo’s racist massacre [Editorial]. *The Salem News*. https://www.salemnews.com/opinion/column-beyond-instagram-posts-and-candlelight-vigils-fostering-meaningful-responses-to-buffalos-racist-massacre-right/article_4f545372-d84d-11ec-8d72-9b379619b017.html
2. Slayter, E., & **Simmons, L.D.** (2021, December 23). The “warning out” of Salem’s Black residents in 1790 [Editorial]. *The Salem News*. https://www.salemnews.com/opinion/column-the-warning-out-of-salem-s-black-residents-in-1790/article_19fd126c-6297-11ec-86d8-cb4a6a8ee498.html

Blog Contribution

1. **Simmons, L.D.**, & Slayter, E. (2021, February 22). Understanding and acknowledging history as we support people in their vaccine choices. *Elspeth Slayter*. <https://elspethslayter.wordpress.com/2021/02/22/understanding-and-acknowledging-history-as-we-support-people-in-their-vaccine-choices/>

Works Under Review

1. Leiner, J., Brombacker, M. **Simmons, L.D.** Johnson, L., Slayter, E., & O’Keefe, C. (n.d.). Words count: From ‘race’ to ‘anti-racism’ in prominent social work journals. Resubmitted to *the Journal of Progressive Human Services*.

Works In Progress

1. **Simmons, L.D.** (n.d.). MSW students' perceptions of social justice: Toward advancing human rights in professional practice.
2. **Simmons, L.D.** (n.d.). Persisting and pursuing: Factors that facilitate degree attainment among first-generation social work students.

CONFERENCE PRESENTATIONS

Professional Conferences

1. **Simmons, L.D.** (2023, October 26-29). *Equity, equality, and fairness - A survey analysis of MSW conceptualizations of social justice* [ePoster presentation]. Council on Social Work Education's 69th Annual Program Meeting, Atlanta, GA. https://www.cswe.org/getmedia/a8146eca-3b32-4297-bc4c-1c3c60402fcd/2023APM_program.pdf
2. Mirick, R.G., & **Simmons, L.D.** (2022, March 23-25). *Gatekeeping in BSW programs: Processes, pitfalls, and resources* [Virtual conference session]. 39th Annual Association of Baccalaureate Social Work Program Directors Conference.
3. **Simmons, L.D.** (2022, March 21-22). *A case study of persistence among undergraduate Black males in an ethnic-based student organization*. [Virtual poster session]. 6th Annual Conference on Academic Research in Education, Las Vegas, NV. <https://www.care-conference.net/2022-presentations-lecture-and-posters/copy-of-posters>
4. **Simmons, L.D.**, & Slayter, E. (2022, March 21-22). *Intersectional anti-racist interventions with the disability community*. [Virtual lecture session]. 25th Annual American Association of Behavioral and Social Sciences Conference, Las Vegas, NV. https://docs.google.com/document/d/1F_mNl47ycAi0fwpDlggas_j_Bgd60ifZJ0wpjZ3eKAY/edit
5. **Simmons, L.D.**, & Harris, J. (2021, November 4-7). *Understanding MSW student perceptions of social justice in social work education* [ePoster presentation canceled]. Council on Social Work Education's 67th Annual Program Meeting, Orlando, FL.
6. **Simmons, L.D.**, & Johnson, L. (2021, November 4-7). *Using an antiracist, equity-minded lens in assessment of teaching and learning* [Conference session canceled]. Council on Social Work Education's 67th Annual Program Meeting, Orlando, FL. Research Contributor: Elspeth Slayter, Ph.D., MSW.
7. **Simmons, L.D.** (2021, June 14-15). *How master of social work students conceptualize social justice in preparing for social change* [Virtual poster session]. 5th Annual Conference on Academic Research in Education, Las Vegas, NV.
8. Yang, J., Bencomo, B., George-Bettisworth, R., Rouland, R., & **Simmons, L.D.** (2020, November 16-20). *Antiracism: Learning from social work's history and planning for the future* [Virtual conference session]. Council on Social Work Education's 66th Annual Program Meeting, Denver, CO. https://www.cswe.org/Events-Meetings/2020-APM?_zs=u4Tcf1&_zl=5M717
9. **Simmons, L.D.** (2020, March 18-22). *Facilitating persistence and success among first-generation students in baccalaureate social work education* [Roundtable session]. 37th Annual Association of Baccalaureate Social Work Program Directors Annual Conference, Birmingham, AL. (Conference canceled).
10. **Simmons, L.D.** (2020, February 24-25). *Voices of Black males: "Hearing" what it takes to persist in college* [Conference session]. 4th Annual Conference on Academic Research in Education, Las Vegas, NV. <https://www.care-conference.net/presentation-schedule>
11. **Simmons, L.D.** (2019, October 24-27). *Through the lenses of Black males: Persisting in undergraduate social work education* [ePoster presentation]. Council on Social Work

Education's 65th Annual Program Meeting, Denver, CO. <https://cswe.org/Events-Meetings/2019-APM/>

12. Walbam, K.M., Mirick, R.G., & **Simmons, L.D.** (2019, October 24-27). *A case study of early competency-based gatekeeping in BSW education* [ePoster presentation]. Council on Social Work Education's 65th Annual Program Meeting, Denver, CO. Research Contributor: Felix Amato, Ph.D., LICSW. <https://cswe.org/Events-Meetings/2019-APM/>
13. Dreschler, K., Howell, T., Suk-hee, K., King, D.M., Lopez-Humphreys, M., Singh, M., & Torres, M. (2019, October 24-27). *Strategies for emphasizing diversity and inclusion in and throughout the MSW curriculum* [Invited conference session]. Council on Social Work Education's 65th Annual Program Meeting, Denver, CO. Research Contributor: **Lamont D. Simmons, EdD, MSW.** <https://cswe.org/Events-Meetings/2019-APM/>
14. **Simmons, L.D.** (2019, March 13-17). *Examining academic persistence among undergraduate Black male social work students* [Conference session]. 36th Annual Association of Baccalaureate Social Work Program Directors Conference, Jacksonville, FL.
15. **Simmons, L.D.**, Anderson, K., Neely-Barnes, S., & Taylor, L.C. (2016, November 3-6). *Comparing the experiences of first and continuing generation social work students* [Poster presentation]. Council on Social Work Education's 62nd Annual Program Meeting, Atlanta, GA.
16. **Simmons, L.D.** (2016, January 3-6). *Insights into Persistence among African American Males at a Predominantly White Institution* [Paper presentation]. 14th Annual Hawaii International Conference on Education, Honolulu, HI.
17. **Simmons, L.D.** (2016, January 3-6). *Empowered to persist: The impact of "Project Empowerment" on retaining Black males in college* [Paper presentation]. 14th Annual Hawaii International Conference on Education, Honolulu, HI.
18. **Simmons, L.D.**, Anderson, K., & Neely-Barnes, S.L. (2015, October 15-18). *Strategies for promoting academic success among first-generation social work students* [Roundtable session]. Council on Social Work Education's 61st Annual Program Meeting, Denver, CO. <https://slideplayer.com/slide/8912487/>

Regional Conferences

1. **Simmons, L.D.**, Anderson, K., Neely-Barnes, S., & Taylor, L.C. (2017, April). *Comparing the experiences of first- and continuing-generation social work students* [Presentation]. Spring 2017 Research Celebration, School of Urban Affairs & Public Policy, University of Memphis. Memphis, TN.
2. Wilson, J.L., & **Simmons, L.D.** (2015, November 21). *From one brother to another: The ins and outs of graduate school* [Conference session]. 7th Annual Empowered Men of Color Men's Conference, Memphis, TN.
3. **Simmons, L.D.** (2015, March). *Understanding and intervening with children diagnosed with behavioral disorders* [Conference session]. Mental Health in Rural Communities Conference, University of Memphis (Lambuth Campus), Department of Social Work, Jackson, TN.
4. Walker, P.E., Stitt, R., & **Simmons, L.D.** (2012, May 11). *Best retention practices for first-generation students* [Conference session]. Memphis in May Student Affairs Conference 2012, Memphis, TN.
5. **Simmons, L.D.** (2011, September). *Cultural awareness for resource parents* [Conference session]. Tennessee Foster and Adoptive Care Association, Grand West Regional Conference, Memphis, TN.
6. **Simmons, L.D.** (2010, October). *Cultural awareness for resource parents* [Conference session]. Tennessee Foster and Adoptive Care Association, Shelby County Regional Conference, Memphis, TN.

7. Schneider, G., & **Simmons, L.D.** (2008, September). *Behavior and emotional disorders in childhood* [Conference session]. Tennessee Foster and Adoptive Care Association, Statewide Conference, Nashville, TN.

INVITED PRESENTATIONS AND TRAININGS

Keynote Addresses and Lectures

1. **Simmons, L.D.** (2023, June 8). *Systemic racism on people of color in social work* [Virtual lecture]. International Exchange Program, Zurich University School of Social Work. Hosted by Felix Amato, Ph.D.
2. **Simmons, L.D.** (2021, March 2). *Systemic racism, COVID-19, and the social determinants of health*. [Virtual keynote address]. Citizens Inn Annual Meeting, Salem, MA.
<https://citizensinn.org/wp-content/uploads/2021/02/2021-Annual-Meeting-Invitation-1.pdf>
3. Oliver, S.T., & **Simmons, L.D.** (2020, July 21). *Learning communities for men of color* [Virtual lecture]. Diversity and Social Justice Course, School of Education and Social Policy, Merrimack College, North Andover, MA. Hosted by Shannon Mokoro, Ph.D.
4. **Simmons, L.D.** (2018, December 10). *Students of color building community across campus and ethnic-based student organizations in engendering persistence and academic success* [Keynote address]. 2018 Soul Food Dinner, Salem State University, Salem, MA.
5. **Simmons, L.D.** (2014, March). *African American male persistence at a predominantly white institution* [Paper presentation]. Spring Break 2014 Professional Development Challenge, University of Memphis, Division of Student Affairs, Memphis, TN.
6. **Simmons, L.D.** (2013, November). *On being a successful college student* [Presentation]. Housing and Residence Life, Rawls Hall, University of Memphis, Memphis, TN.
7. **Simmons, L.D.** (2008, October). *Behavior disorders in childhood* [Presentation]. Memphis CHADD (Children and Adults with Attention Deficit Hyperactivity Disorder), Memphis, TN.

Panel Participation

1. **Simmons, L.D.**, Lewis, A., & DeCarlo, M. (2022, September 9). *Talking about ASWB data in the classroom* [Panel hosted by #SWEdUActs]. National webinar on how to speak with social work students about the ASWB race and ethnicity data and strategies on how MSW and BSW faculty can take action.
2. **Simmons, L.D.** (2021, August 23). *Compassion and empathy as essential to student success* [Panel hosted by Ana Emlinger, Ph.D.]. The Center for Teaching Innovation, Salem State University, Salem, MA. Conversation with new faculty members on the importance of ensuring academic success for students of color amid the pandemic.
3. **Simmons, L.D.** (2020, August 12). *Compassion and empathy as essential to student success* [Panel hosted by Ana Emlinger, Ph.D.]. The Center for Teaching Innovation, Salem State University, Salem, MA. Conversation with new faculty members on the importance of ensuring academic success for students of color amid the COVID-19 pandemic.
<https://elearning.salemstate.edu/courses/1313306/pages/new-faculty-orientation>
4. **Simmons, L.D.** (2018, January 19). *Day of dialogue on Black college student success* [Hosted by Jackie Robinson Foundation IMPACT], New York, NY. Conversation with higher education scholars, thought leaders, and other constituents on the success of Black college students.
5. **Simmons, L.D.** (2017, February 6). *Crisis in Black education* [Hosted by Memphis My Brother's Keeper Chapter]. University of Memphis, Memphis, TN. Roundtable discussion with University of Memphis students on the crisis of education among Black males.

Professional Development and Workshops Delivered

1. Slayter, E., & **Simmons, L.D.** (2023, February 8). *Race x disability: Lifting up Black & African American leaders in the disability justice movement* [CEU webinar]. School of Social Work, Salem State University, Salem, MA.
2. Wilson, J.L., & **Simmons, L.D.** (2022, July 6). *Thinking about YOUR diversity statement*. [Hybrid workshop presented to social work PhD candidates]. The Graduate School, Virginia Commonwealth University, Richmond, VA.
3. **Simmons, L.D.**, & Slayter, E. (2022, June). *Intersectional antiracist practice with the disability community* [Focus CE Mailer]. NASW-Massachusetts Focus. <https://cdn.ymaws.com/www.naswma.org/resource/collection/6758CC25-7206-41EE-BCD2-D0945C476247/FOCUSCEMailer2022.pdf>
4. **Simmons, L.D.**, & Slayter, E. (2021, June). *Understanding and acknowledging history as we support people in their vaccine choices* [Focus CE Mailer]. NASW-Massachusetts Focus. <https://www.naswma.org/page/FOCUSCEMailer>
5. **Simmons, L.D.**, & Slayter, E. (2021, April 12). *Vaccine choices for BIPOC and disability communities: How social workers can inform and support decision-making* [Virtual CEU workshop]. The Greater Boston Association of Black Social Workers, Boston, MA.
6. **Simmons, L.D.**, & Slayter, E. (2021, February 26). *Understanding and acknowledging history as we support our persons and communities served in their vaccine choices* [Virtual CEU workshop]. Justice Resource Institute, Needham, MA.
7. **Simmons, L.D.** (2018, October 11). *The impact of trauma on children and families in urban communities* [CEU workshop]. Friends of the School of Social Work, Salem State University, Salem, MA. <https://participate.salemstate.edu/fssw-fall-2018-workshop>

Media Appearances and Interviews

1. **Simmons, L.D.** (2020, June 18). *Building persistence* [Interview by Anne Collins]. Salem State University, Salem, MA. Discussed perspectives on helping students persist and succeed. <https://www.salemstate.edu/news/building-persistence-jun-18-2020>
2. **Simmons, L.D.** (2016, December 20). *First-generation college student experiences* [Interview and panel hosted by Jeffery L. Wilson, Ph.D.]. Diversity901, University of Memphis, Memphis, TN. Panel discussion on first-generation student issues and practices for addressing retention and degree attainment.
3. **Simmons, L.D.** (2016, October 31). *African American male college student experiences* [Interview and panel hosted by Jeffery L. Wilson, Ph.D.]. Diversity901, University of Memphis, Memphis, TN. Panel discussion on African American male college access, retention, graduation, and lived experiences.
4. **Simmons, L.D.** (2012, July 18). After decades, the revolving door remains for Black and Latino scholars in the academy [Interview by Pearl Stewart]. *Diverse Issues in Higher Education*, 29(11). <https://diverseeducation.com/article/17227/>

GRANTS

University of Memphis

- | | |
|------|--|
| 2015 | Expanding Assets and Strengthening Initiative (EASI), Tennessee Board of Regents Diversity Grant, \$40,000 (Lead: E. Delavega) (Co-Leads: G. Washington, L.D. Simmons) |
| 2015 | Travel Enrichment Award, College of Arts and Sciences, \$560 |
| 2014 | Defending Childhood Initiative (DCI), United States Department of Justice, \$98,500 |
| 2010 | Dempsey and Elvire Chalmers Scholarship, College of Education, \$500 |

HONORS AND AWARDS

Salem State University

- 2022 Dr. Martin Luther King, Jr. Leadership Award Faculty Recipient
- 2019 Distinguished Teaching Award Nominee
- 2018 Outstanding First-Year Advocate Award Nominee

University of Memphis

- 2018 Faculty Career Milestone Award, College of Arts and Sciences; 10 years of service
- 2016 First-Time Principal Investigator, Division of Research and Sponsored Programs
- 2015 Phi Alpha Society, Epsilon Upsilon Chapter, Honorary Member
- 2014 Associate Graduate Faculty Status, Graduate School
- 2012 Outstanding Doctoral Student Award, College of Education

SERVICE

Doctoral and Thesis Committees

Doctoral Committees

1. **Member**, Bailey, E.A., II. (2017). *Play the game, don't let it play you: A case study of African American male student-athletes' experiences at a division II historically black college* (Publication No. 10799333) [Doctoral dissertation, University of Memphis]. ProQuest Dissertations Publishing. Ed.D. completed fall 2017.
2. **Member**, Love, J. (2017). *A journey through leadership development programs: A qualitative case study* (Publication No. 10799355) [Doctoral dissertation, University of Memphis]. ProQuest Dissertations Publishing. Ed.D. completed fall 2017.
3. **Member**, McCormick, M.L. (2017). *Working-class students' social capital and financial aid awards: A study of these factors' effect on student retention at a large public community college* (Publication No. 10799357) [Doctoral dissertation, University of Memphis]. ProQuest Dissertations Publishing. Ed.D. completed fall 2017.
4. **Member**, Spencer, L.J. (2017). *Exploring persistence factors of Latino graduates of a two-year private, career college* (Publication No. 10799368) [Doctoral dissertation, University of Memphis]. ProQuest Dissertations Publishing. Ed.D. completed fall 2017.
5. **Member**, Jordan, A.Z. (2017). *A phenomenological study on the experiences of secondary education counselors* [Unpublished doctoral dissertation]. University of Memphis. Ed.D. completed summer 2017.
6. **Member**, Cunningham, N.J. (2016). *An examination of factors influencing postsecondary career and technical educational engagement of African American males* (Publication No. 10587556) [Doctoral dissertation, University of Memphis]. ProQuest Dissertations Publishing. Ed.D. completed fall 2016.
7. **Member**, Alston, C.D. (2016). *Evaluating leadership frames, employee engagement, and retention: A study of administrators in higher education* (Publication No. 10587536) [Doctoral dissertation, University of Memphis]. ProQuest Dissertations Publishing. Ed.D. completed summer 2016.
8. **Member**, Parker, J.J. (2015). *Understanding the impact of multicultural education using experiential learning techniques to foster cultural competency of medical school students: A qualitative case study at a medical school* (Publication No. 10296264) [Doctoral dissertation, University of Memphis]. ProQuest Dissertations Publishing. Ed.D. completed fall 2015.

Master's Thesis Committee

1. **Member**, Booker, C. (2025). *Examining family caregiver knowledge and awareness of post-stroke depression in the Black community* [Master's thesis, University of the District of Columbia]. MS completed spring 2025.

BSW Honors Thesis Committees

1. **Chair/Faculty Sponsor**, Ritchie, A. (2023). *An exploratory analysis of the lived experiences of the glass sibling* [Undergraduate honors thesis, Salem State University]. BSW completed spring 2023.
2. **Chair/Faculty Sponsor**, Flores, K. (2022). *Examining solitary confinement on the well-being of Black and Hispanic men* [Undergraduate honors thesis, Salem State University]. BSW completed spring 2022.
3. **Chair/Faculty Sponsor**, Murray, J.N. (2016). *Health care disparities among transgender individuals* (Published in Quaesitum. www.memphis.edu/quaesitum/previous_issues/full_issue_2017.pdf) [Undergraduate honors thesis, University of Memphis]. BA completed fall 2016.

Professional Service

- 2023 - 2024 Advisor/Consultant, Advancing Recruitment and Retention in Our Workforce, District of Columbia Office of the State Superintendent of Education
- 2022 (March) Session Chair, Massachusetts Undergraduate Research Conference
- 2021 (June) Book Chapter Reviewer, *Black men's health: A strengths-based approach through a social justice lens for helping professionals* (Eds. Y. Dyson, V. R. Dooley, & J. Watson)
- 2018 - 2024 Appointed Member, Council on Social Work Education, Council on Racial, Ethnic, & Cultural Diversity
- 2019 (Feb) Track Reviewer, Council on Social Work Education
- 2018 - 2021 Student Affairs Committee, Greater Boston Association of Black Social Workers
- 2016 (Jan) Conference Reviewer, National Conference on Undergraduate Research
- 2014, 2011 Manuscript Reviewer, Journal of Negro Education

Academic Service

University of the District of Columbia

University Service

- 2024 (April) Session Moderator, University of the District of Columbia's College of Arts and Sciences 4th Annual Teaching and Learning Roundtable
- 2023 - Faculty Senate: Research and Development Committee (2024 -); Admission and Retention Committee (2023 -)

Division of Education, Health, and Social Work (DEHS)

- 2025 - Convenor of Weekly DEHS Research Writing Circle
- 2024 (Feb) Field Education Search Panel, BSW Director of Field Education, Social Work (Chair)
- 2024 (Jan) Faculty Search Panel, MSW Program Director (Chair)
- 2023 - 2024 Curriculum Committee
- 2023 - BSW Program Admissions (Chair)
- 2023 (Oct) Faculty Search Panel, BSW Assistant Professor (Chair)

Salem State University

University Service

- 2018 - 2022 Academic Policies Committee

2019 - 2020 Faculty Advisor, Best Buddies
2019 (May) Search Committee, Student Life Case Manager
2018 - 2021 Faculty in Residence, Department of Residence Life

School of Social Work

2022 (Sep) Faculty Search Committee, MSW Assistant Professor
2021 - 2023 Planning Committee, Combined Social Work and Criminal Justice Major
2021 (Sep) Faculty Search Committee, BSW Assistant Professor
2021 (June) Faculty Search Committee, Temporary BSW Instructor
2019 - 2023 Faculty Affairs and Professional Development Committee
2019 (June) Faculty Search Committee, Temporary BSW Instructor
2018 (Apr) Field Education Search Committee, MSW Field Specialist
2018 - 2023 Technology and Communications Committee (Chair, 2021 - 2023)
2018 - 2023 Professional Readiness Committee
2018 (Sep) Faculty Search Committee, MSW Assistant Professor
2018 - 2019 Convenor of "MSW Students of Color Alliance" Support Group (Pilot)
2017 - 2023 BSW Program Committee (Chair, 2021 - 2022)
2017 - 2023 BSW Curriculum Committee

University of Memphis

University Service

2016 - 2017 Faculty Senate, Department of Social Work Representative
2015 - 2017 Faculty Advisor, Campus United Student Action Council
2014 - 2015 Faculty Representative, Undergraduate Curriculum Committee
2013 (May) Family Cluster Facilitator, The LeaderShape Institute®

Department of Social Work

2016 (Mar) Faculty Search Committee, Instructor
2015 - 2017 Tennessee DCS Title IV-E Stipend/Tuition Assistance Coordinator
2015 - 2017 Planning Committee for School of Urban Affairs and Public Policy Redesign
2014 Faculty Search Committee, Lecturer
2013 - 2016 Faculty Advisor, Student Social Work Organization
2013 Faculty Search Committee, Instructor
2012 - 2014 Faculty Governance Committee

College of Education, Department of Leadership

2011 Faculty Search Committee, Assistant Professor

PROFESSIONAL DEVELOPMENT AND LEADERSHIP

Association of Baccalaureate Social Work Program Directors Organization

2021 Baccalaureate Social Work Education Growing Leaders Scholars; Growing Leaders

Salem State University

2023 Online MSW Leadership Group, Online Course Professional Development
2018 American Council on University Educators Institute; Effective College Instruction
2018 Faculty Learning Community: Diversity, Power Dynamics, and Social Justice
2017 Scholarship Mentoring Program; Center for Research and Creative Activities

PROFESSIONAL ORGANIZATION MEMBERSHIP

Association of Baccalaureate Social Work Program Directors
Council on Social Work Education

CERTIFICATIONS

Quality Matters

2024 Applying the QM Rubric (APPQMR)

Memorandum

To: The Board of Trustees

From: Managing Director of Finance *David A. Franklin*

Date: June 17, 2025

Subject: Tenure Import Approval – Dr. Lamont Simmons, Division of Academic Affairs, College of Arts and Sciences

Conclusion

It is concluded that there is no fiscal impact associated with the granting of tenure import to Dr. Lamont Simmons, Associate Professor of Social Work, College of Arts and Sciences of the University of the District of Columbia (UDC). The proposed resolution is for the approval of the import of the tenure earned by Dr. Simmons at his prior institution, Salem State University.

It has been recommended that Dr. Lamont Simmons, who joined the University as an Associate Professor of Social Work, be approved for import of tenure earned at his previous institution, Salem State University. The College Promotion and Tenure Committee, Division chair for Education, Health, and Social Work, Departmental Evaluation and Promotion Committee (DEPC), and College Promotion and Tenure Committee (CPTC) conducted thorough, independent reviews and prepared independent reports to the dean regarding tenure for Dr. Simmons.

Background

The DEPC conducted a review of Dr. Simmons' tenure application and award at Salem State University in concert with examinations of his performance in the areas teaching, scholarship, and service from his date of hire at the University of the District of Columbia through Fall 2024. Vetting of all dossier content was completed at the levels of the program, Division, and College. All reviews endorse the strengths of Dr. Simmons' tenure and promotion dossier and conclude that he is a strong teacher-scholar and competitive tenure candidate. With expertise in assessment, advising/mentoring, and community creation, Dr. Simmons' documented faculty performance exceeds University and broader higher education expectations for excellence with particular focus on scholarship that centers persistence and degree attainment outcomes with attention to marginalized and underrepresented students in social work and higher education broadly. Dr. Simmons' contributions are validated by his student outcomes, program leadership, publications, recognitions, sustained contributions to developing supportive academic environments, and mastery of bridged resources that meld academic standards and practitioner knowledge to best prepare graduates.

The recommendation of tenure for Dr. Simmons has been affirmed by the Dean, Chief Academic Officer, and President. The President has forwarded the recommendation for tenure to the Board of Trustees.

Financial Impact

There are no anticipated risks at this time.