

Kayla Crouso

The University of Oklahoma
Department of Human Relations
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EDUCATION

- 2022- Began PhD coursework in the Department of Educational Leadership and Policy Studies at the University of Oklahoma. Anticipated graduation in 2027.
- 2013 **M.Th., Theology in History**, The University of Edinburgh, Scotland
- 2011 **B.S., Intercultural Studies**, Indiana Wesleyan University,
summa cum laude
- 2011 **B.A., Biblical Literature, Theology Minor**, Indiana Wesleyan University,
summa cum laude
- 2010 **Intercultural Internship & Archaeological Dig**, Jerusalem University College, Israel-Palestine

TEACHING POSITIONS & PROFESSIONAL EXPERIENCE

- 2022-Pres. **Faculty, Instructor, Dept. of Human Relations**, The University of Oklahoma
- Develop and teach interdisciplinary courses on activism, the process of social change, leading grassroots movements and advocating in all sectors against all forms of discrimination and systemic disenfranchisement.
 - Teach introductory and upper-level courses entitled The Process of Social Change, Human Relations in Action, Theoretical Foundations of Human Relations, Cultural Awareness, Family Issues in Human Relations, and Intro to HR with 10-30 students in each section. Most sections are in person, some are online.
 - Engage students in discussions and create opportunities for learning and mentoring students outside of class.
- 2021-Pres. **Writer & Instructor, University College**, The University of Oklahoma
- Develop, write, and teach Ethical & Intercultural Leadership course.

- Engage students in discussions and create opportunities for learning and mentoring students outside of class.

2020-Pres. **Instructor, University College, The University of Oklahoma**

- Teach First Year Foundations course for first-year students at the University of Oklahoma to develop skills for academic success, community engagement, and personal growth. Introduce students to the opportunities available through the University of Oklahoma and create a safe environment for students to learn and achieve their goals in their first semester at college.

2020-Pres. **Creator & Founder of Sadhana Farm School, Oklahoma City, OK**

- Educate, consult, develop curriculum and provide presentations to heighten intercultural awareness and participation for individuals of all ages. Design strategic plans and curriculum to heighten intercultural awareness, civic participation, and a holistic understanding of justice.
- Lead and guide experiential learning outdoors and with farm animals for K-12 students to promote holistic, interdisciplinary education to develop values that promote social equity, sustainability, and resiliency.
- Empower students to develop a deeper understanding of their own intersectionality of identities so they may value and celebrate that of others. Focus on the importance of collaboration to create communities that are not only diverse, but inclusive and equitable through teaching best practices in cultural competency and fluency.

2015-Pres. **Visiting Teacher, Professor & Community Development Leader,**

Wesleyan English Medium School, Vapi, India

- Develop curriculum and teach courses on the Intersections of Race, Caste, Gender and Religion, the Foundations of Community Development and Introduction to Gender Equality.
- Lead workshops for students and community leaders to develop skills in civil dialogue, community engagement and the importance of holistic educational practices.
- Teach English courses, facilitate English camps at local schools and in surrounding villages.

2020-2021 **Faculty, Adjunct, Dept. of Human Relations, The University of Oklahoma**

- Develop and teach interdisciplinary courses on activism, the process of social change, leading grassroots movements and advocating in all sectors against all forms of discrimination and systemic disenfranchisement.
- Teach introductory and upper-level courses entitled The Process of Social Change, Human Relations in Action, Theoretical Foundations of Human Relations, and Intro to HR with 10-30 students in each section. Most sections are in person, some are online.
- Engage students in discussions and create opportunities for learning and mentoring students outside of class.

- 2019-2020 **Asst. Director of Student Life & Multicultural Programs and Services and Coordinator of the Multicultural Greek Council**, The University of Oklahoma
- Create, develop, and implement strategic plans and services to enrich student belonging for minoritized students on personal and structural levels, meeting with directors and presidents of various departments to build trust and ensure vision of equity would be realized.
 - Build and maintain a strong sense of community through supporting the social and personal development for students of diverse identities.
 - Support and collaborate with all APIDAMENA identifying student organizations at the University of Oklahoma (APIDAMENA stands for individuals with Asian, Pacific Islander, Desi American, Middle Eastern, North African identities).
 - Create the first Organization for the APIDAMENA Community Council at the University of Oklahoma to promote and practice unity in diversity within the APIDAMENA community through leadership development, belonging, community wide events and allyship.
 - Serve as the primary advisor for the APIDAMENA Community Council, Asian American Student Association and Multicultural Greek Council.
- 2019-2020 **Faculty, Adjunct**, School of Theology, Southern Nazarene University
- Teach Introduction to Theology course with an additional component focusing on the intersections of Theology, Race, Class and Gender.
- 2015-2018 **Faculty, Teaching Fellow**, School of Theology, Indiana Wesleyan University
- Teach courses in Introductory Theology, Community Development, First-Year Experience/College Skills and History of Christianity, most with 50+ students in each section, some with 7-10 students.
 - Engage in academic advising, guest lecturing, keynote addresses, organizing and leading service learning outside the classroom and inviting panelists for engaging participation in class.
 - Serve as a mentor for the International Students' Association.
- 2014-2015 **Faculty, Adjunct & Course Designer**, Union University of California
- Write and design curriculum and teach courses on Globalization, Introduction to Intercultural Relationships, Reading Maps, Charts and Trends and Exploring Cultural Anthropology: Cultural Values, Social Structures & Human Migration.
- 2015 **Course Designer & Visiting Professor**, Vladimir Wesleyan Bible College, Russia
- Write and design curriculum and teach courses on Theological Foundations of Social Justice and Social Change, Introduction to Theology and Theological Foundations for Biblical Feminism.

- 2013-2014 **Teacher**, Bongseo Middle School, South Korea
- Teach courses in English and conversational English.
 - Write and design curriculum and teach courses on Intercultural Learning and Engagement, design, and guide lunchtime discussions on issues of intersectionality of identity, feminism, racism, major global religious traditions and faith practices and intercultural relationships.
- 2013 **Lecturer**, Partnership for Theological Education in Edinburgh, Scotland
- Lecture weekly on major theological topics as requested by community members in the city of Edinburgh, Scotland. Design and write all curriculum and lectures.
- 2011 **Teacher & Leader for Community Development & Women's Empowerment**, Arul Errukkam Foundation, Bangalore, India
- Write and design curriculum and teach courses on Foundations for Gender Equity, Systems for Community Development and Leadership for Youth.
 - Lead workshops for youth to develop leadership skills in civil dialogue, gender equity and community development.
 - Lead workshops and training for women in lower castes to develop skills for empowerment, agency and advocacy.
- 2010 **Intercultural Intern & Archaeological Excavator**, Jerusalem University College, Israel-Palestine
- Study the historical, political, cultural, and religious background of the Israeli-Palestinian conflict. Meet with Palestinian community members in Bethlehem to build relationships and contextualize community development.
 - Participate in archaeological dig under the supervision of Professor Amihai Mazar at Tel Rehov (uncovered an oil lamp from 1,000 BCE).

COURSES TAUGHT & CURRICULUM DESIGNED

- 2021-Pres. *Cultural Awareness*, Dept. of Human Relations, The University of Oklahoma
- 2021-Pres. *Family Issues in Human Relations*, Dept. of Human Relations, The University of Oklahoma
- 2021-Pres. *Introduction to Human Relations*, Dept. of Human Relations, The University of Oklahoma
- 2020-Pres. *The Process of Social Change*, Dept. of Human Relations, The University of Oklahoma

- 2020-Pres. *Human Relations in Action*, Dept. of Human Relations, The University of Oklahoma
- 2020-Pres. *Theoretical Foundations of Human Relations*, Dept. of Human Relations, The University of Oklahoma
- 2020-Pres. *First-Year Foundations* (previously *Gateway to College Learning*), University College, The University of Oklahoma
- 2019-2020 *Introduction to Theology*, School of Theology, Southern Nazarene University
- 2016-2018 *Intersections of Theology, Race, Caste and Gender* (Workshop), Wesleyan English Medium School, Vapi, India
- 2016-2018 *Foundations & Systems of Community Development* (Workshop), Wesleyan English Medium School, Vapi, India
- 2016-2018 *Foundations for Gender Equity* (Workshop), Wesleyan English Medium School, Vapi, India
- 2016-2017 *Introduction to Intercultural Relationships*, School of Theology, Indiana Wesleyan University
- 2016-2017 *Community Engagement & Development* (Course and practicum), School of Theology, Indiana Wesleyan University
- 2015-2017 *Introduction to Theology*, School of Theology, Indiana Wesleyan University
- 2015 *History of Christianity: 5 BCE to 1517 CE and the Reformation*, School of Theology, Indiana Wesleyan University
- 2015 *History of Christianity: 1517 CE to present day*, School of Theology, Indiana Wesleyan University
- 2015 *Theological Foundations of Social Justice and Social Change*, Vladimir Wesleyan Bible College, Vladimir, Russia
- 2015 *Introduction to Theology*, Vladimir Wesleyan Bible College, Vladimir, Russia
- 2015 *Theological Foundations for Biblical Feminism*, Vladimir Wesleyan Bible College, Vladimir, Russia
- 2015 *Exploring Cultural Anthropology: Cultural Values, Social Structures & Human Migration*, Union University of California
- 2015 *Reading and Using Charts, Maps & Trends*, Union University of California

- 2015 *Globalization and Introduction to Intercultural Relationships*, Union University of California
- 2013-2014 *Conversational English & Intro to Western Culture*, Bongseo Middle School, Cheonan, South Korea
- 2011-2012 *Systems for Community Development (Workshop and How-To Guide)*, Arul Errukkam Foundation, Bangalore, India
- 2011-2012 *Foundations for Gender Equity (Workshop)*, Arul Errukkam Foundation, Bangalore, India
- 2011-2012 *Leadership for Youth (Workshop)*, Arul Errukkam Foundation, Bangalore, India
- 2011-2012 *Empowerment, Agency and Advocacy (Workshop)*, Arul Errukkam Foundation, Bangalore, India

INVITED LECTURES, PRESENTATIONS & RESEARCH

- 2021 **Crouso, Kayla.** "Memoir of a Diverse Faculty Member." *The Council for Christian Colleges and Universities (CCCU): Resources for Recruiting, Hiring and Supporting a Diverse Faculty & Staff.*
<https://diversity.cccu.org/recruiting-diverse-faculty-staff/>
- 2020 **Crouso, Kayla.** "Unity in Diversity: On Being Multi-ethnic." Keynote Address, New Year Celebration for the APIDAMENA Community and the Asian American Student Association, University of Oklahoma.
- 2020 **Crouso, Kayla.** "Don't Miss the Forest for the Trees: A Rationale for Interfaith Dialogue." Keynote Address, OU Hillel Interfaith Seder Meal, University of Oklahoma
- 2020 **Crouso, Kayla.** "The History of Greek Life: The Forgotten Exclusion of Minoritized Students in American Fraternities and Sororities." Keynote Address, The Multicultural Student Leadership Retreat and The Greek Student Leadership retreats, University of Oklahoma.
- 2020 **Crouso, Kayla.** "Racism on All Sides: How White Culture Perpetuates Racism Through Separation of Minoritized Communities." Presenter, APIDAMENA Community Council Meeting, University of Oklahoma.

- 2020 **Crouso, Kayla.** "Civil Discourse and Interfaith Dialogue: Community Benefits and a How-To Guide." Presenter, APIDAMENA Community Council Meetings, University of Oklahoma.
- 2019 **Crouso, Kayla.** "Unity in Diversity: Unity of Minoritized Students as a Means for Social Change." Keynote Address, Multicultural Student Leaders Retreat, University of Oklahoma.
- 2018 **Crouso, Kayla.** "Understanding the Christian Doctrine of the Trinity as a Rationale for Diverse & Inclusive Community." Presenter, Best Lecture Series, Indiana Wesleyan University.
- 2018 **Crouso, Kayla.** "Civil Discourse and Interfaith Dialogue: Community Benefits and a How-To Guide." Workshop Leader, International Students' Association, Indiana Wesleyan University.
- 2017 **Crouso, Kayla.** "Intercultural Relationships: Implementing the Practices of Intercultural Relationship Exemplified Between Dr. Howard Thurman, Dr. Martin Luther King, Jr. and Mahatma Gandhi." Presenter, Asbury Annual Academic Conference, Asbury Theological Seminary.
- 2017 **Crouso, Kayla.** "What it Means to be an Immigrant in America: Reflections of the Second Generation." Presenter, Day of Courageous Conversations, Indiana Wesleyan University.
- 2017 **Crouso, Kayla.** "Intercultural Relationships: Implementing the Practices of Intercultural Relationship Exemplified Between Dr. Howard Thurman, Dr. Martin Luther King, Jr. and Mahatma Gandhi." Keynote Address, Annual Academic Lecture Series, Indiana Wesleyan University.
- 2017 **Crouso, Kayla.** "Why Feminism? Understanding Theology & Action for Social Justice." Panel Moderator, Annual Colloquium, Indiana Wesleyan University.
- 2016 **Crouso, Kayla.** "East Meets West: The Influence of Gandhi's Philosophy and Practice on Thurman's Black Christian Theology." Presenter, Principium Faculty Lecture Series, John Wesley Honors College, IN
- 2016 **Crouso, Kayla.** "Becoming like a Child: Wesley's Doctrine of Childhood as a Means of Entering the Kingdom." Presenter, Wesleyan Theological Society Annual Meeting, Point Loma Nazarene University.
- 2016 **Crouso, Kayla.** "Feminism in Christian Theology." Presenter, Community Symposium for Civic Engagement, Marion, IN.

- 2016 **Crouso, Kayla.** “Understanding the Christian Doctrine of the Trinity as a Rationale for Diverse & Inclusive Community.” Keynote Address, Indiana Wesleyan University.
- 2016 **Crouso, Kayla.** “Exemplifying a Civil Conversation: Differences & Similarities of Gender Roles and Equity in Christian and Islamic Theology.” Panelist Participant, Marion, Indiana.
- 2015 **Crouso, Kayla.** “The Influence of the Apostolic Fathers on John Wesley’s Doctrine of Christian Perfection.” Presenter, Point Loma Women’s Leadership Conference.
- 2014 **Crouso, Kayla.** “Cultural and Theological Constructs of the Conflict in Israel-Palestine.” Presenter, Come to the Water Women’s Leadership Conference, Estes Park, CO.
- 2013 **Crouso, Kayla.** “The Influence of the Apostolic Fathers on John Wesley’s Doctrine of Christian Perfection.” Master’s Dissertation, The University of Edinburgh, Scotland.

SELECTED ACCOMPLISHMENTS, LEADERSHIP & COMMUNITY DEVELOPMENT

- 2021-Pres. Faculty Advisor for Sooner Soniyes, South Asian dance club at The University of Oklahoma.
- 2019-Pres. Mentor students of minoritized identities to develop tools for leadership, service and success at the University of Oklahoma.
- 2015-Pres. Continue to work closely with the founder and director of the Wesleyan English Medium School in Vapi, India, to develop workshops, trainings and courses for teachers, students and community members.
- 2020-Pres. Founded Sadhana Farms & Institute for K-12 students to engage in experiential, holistic learning to develop values and skills for social equity and justice.
- 2020 Served to help students organize the first Sikh student organization at the University of Oklahoma.
- 2019-2020 Engaged in strategic planning efforts to ensure the direction of the APIDAMENA communities is consistent with the mission of the University of Oklahoma Division of Student Affairs and the Office of Student Life.

- 2019-2020 Collaborated with minoritized student associations on various projects to bring cultural awareness, belonging and celebration at the University of Oklahoma (including the American Indian Student Association, Black Student Association, Hispanic Student Association and Asian American Student Association).
- 2019-2020 Led the advancement of diversity & inclusion initiatives of Multicultural Programs and Services and Fraternity and Sorority Programs and Services as the Coordinator for the Multicultural Greek Council, University of Oklahoma.
- 2019-2020 Published writings in bi-weekly newsletter on philosophy, intercultural relationships and history to cultivate a greater vision and unity for APIDAMENA students at The University of Oklahoma.
- 2019 Created bi-weekly email newsletter with list of events, programs and opportunities for APIDAMENA students to find belonging through awareness of community programs at the University of Oklahoma.
- 2019 Founded the first Organization for the APIDAMENA Community Council at the University of Oklahoma for the purpose to promote and practice unity in diversity within the APIDAMENA community through education, leadership development, belonging, community wide events and allyship.
- 2018 Practice and promote safety for students, clients, counselors, and equine during therapy sessions at Reins and Rainbows Therapy Center, Wabash, Indiana
- 2015-2018 Developed strategies to build intercultural and interfaith relationships with community members and students in Marion, Indiana.
- 2015-2018 Developed Theology curriculum to foster diversity, equity and inclusion at Indiana Wesleyan University.
- 2015-2017 Met bi-weekly with local individuals who were incarcerated at the Grant County Jail, Marion, Indiana as a therapeutic means of providing encouragement and emotional support.
- 2015 Developed strategies to build intercultural relationships with community members of various faith backgrounds in Vladimir, Russia.
- 2013-2014 Worked with middle school students in South Korea to practice civil dialogue in English.
- 2012-2013 Participated in monthly revitalizing projects with and for underserved communities in the city of Edinburgh, Scotland.

- 2012-2013 Led a bi-weekly Interfaith community dialogue with community members in Edinburgh, Scotland.
- 2011-2017 Developed and led advocacy and leadership education and trainings for women's empowerment in India.
- 2010 Built intercultural relationships with Palestinians of Christian and Islamic faith backgrounds in Bethlehem.
- 2009-2013 Organized after school development and tutoring programs for school aged children in rural villages in India.

HONORS & AWARDS

- 2012-2013 Edinburgh Global Master's Scholarship Recipient
- 2012-2013 Scotland Saltire Scholarship Recipient
- 2011 Graduate Summa Cum Laude, with Honors
- 2009-2011 Living Water Scholarship Recipient
- 2008-2011 Academic Scholarship Recipient

SPECIALIZED CREDENTIALS

- 2014 **Certification in TESOL**, Korea Nazarene University, South Korea
- 2017 **Ministerial License, Ordination as Elder**, The Church of the Nazarene, Central Indiana District

SELECTED REFERENCES

Dr. George Henderson, Founder of the Human Relations Department and Professor Emeritus at The University of Oklahoma, Norman, OK.

Dr. Wesley Long, Human Relations Department Chair at The University of Oklahoma, Norman, OK.

Dr. David Surratt, Vice President for Student Affairs and Dean of Students at The University of Oklahoma, Norman, OK.

Col. (Ret.) Dr. Stanley Evans, Assistant Dean of the College of Law at The University of Oklahoma, Norman, OK.

Quy Nguyen, Director of Student Life at The University of Oklahoma, Norman, OK.

Matthew Cancio, Associate Director of Student Life and Multicultural Programs and Services at The University of Oklahoma, Norman, OK.

Dr. Aujean Lee, Assistant Professor of Regional and City Planning at The University of Oklahoma, Norman, OK

Adisha Wagmarae, Adjunct Professor of Human Relations at The University of Oklahoma.

Dr. Rusty Hawkins, Associate Professor at Indiana Wesleyan University, Marion, IN.

Dr. Sara Parvis, Senior Lecturer in Patristics and supervisor for my M.Th., The University of Edinburgh, Scotland.

Ms. Seema Justin, Founder and Director of The Wesleyan English Medium School, Vapi, Gujarat State, India.

Dr. Patrick Eby, Associate Professor at Indiana Wesleyan University, Marion, IN.

Dr. Jo Anne Lyon, Founder of World Hope International and former General Superintendent of the Wesleyan Church.

Dr. Carla Sunberg, President of Nazarene Theological Seminary in Kansas City, MO.

Dr. Arun Noah and Ms. Sandhya Noah, Co-Founders of Arul Errukkam Foundation, Bangalore, India.

Dr. Margaret Scott, Chief Academic Officer, Union University of California, Westminster, CA.

Kenneth Russell, Director of Diversity and Multicultural Affairs, Cornerstone University, Grand Rapids, Michigan.