

MICHELE TURNER, PhD

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AREAS OF EXPERTISE

Education | Research | Program Management | Strategic Planning | Administration | Team Management | DEI | Communication | Qualitative Data Analysis | Leadership | Budgets | Resource Optimization | Academic Assessment | Teaching Innovation | Training | Adult Learning | Higher Education Administration

EDUCATION

Doctor of Philosophy in Urban Education

2018

University of Wisconsin-Milwaukee

Milwaukee, WI

Dissertation Title: *Milwaukee YoungStar: Exploring the Racialized Experiences of African American Early Care and Education Providers.*

Areas of Concentration: *Social Foundations of Education, Critical Race theory (CRT); Intersectionality of Race, Class, and Gender.*

Master of Science in Cultural Foundations of Education

2013

University of Wisconsin-Milwaukee

Milwaukee, WI

Areas of Concentration: *Multicultural Education, Early Care and Education.*

Bachelor of Arts in Community Engagement and Education

2011

University of Wisconsin-Milwaukee

Milwaukee, WI

Areas of Concentration: *Child Care Administration.*

Magna Cum Laude

TRAINING & CREDENTIALS

Early Care & Education Credentials:

- The Registry Leadership Credential, University of Wisconsin-Milwaukee (2012)
- The Administrator's Credential, University of Wisconsin-Milwaukee (2006)

Training Certifications:

- Wisconsin Model Early Learning Standards
 - Shaken Baby Syndrome
 - • Abusive Head Trauma
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PROFESSIONAL EXPERIENCE

Lead Researcher

2023 – Present

Institute for Equity and Transformational Change | *Madison College*

Madison, WI

- **Lead Action Research & Data-Driven Initiatives:** Implement action research initiatives, promoting evidence-based decision-making and a culture of inquiry. Empower faculty through mentorship in self-analysis, enhancing teaching and administrative practices.
- **Enhance Academic Environment & Research Resources:** Boost training and resources to foster an inclusive learning space, develop a comprehensive research repository for faculty, and drive curriculum development based on research insights.
- **Advance Research & Publication:** Publish extensively on education topics of equity, anti-bias pedagogy, and student success, contributing to esteemed academic journals and presenting findings at conferences and seminars.

- **Foster Collaborative Funding & Stakeholder Engagement:** Partner with the grant department to secure funding for key initiatives, such as childcare programs, and engage stakeholders to align research with societal needs, continuously integrating advancements in the field.

Teaching Faculty— Department of Early Childhood Education
Madison College

2019 – 2023
 Madison, WI

Adjunct Professor – Department of Continuing Education
University of Wisconsin - Platteville

2012 – 2020
 Platteville, WI

Adjunct Instructor
University of Wisconsin - Whitewater

2018 – 2019
 Whitewater, WI

Program Director
Roberson Kiddie Lane Childcare & Preschool

2009 – Current
 Milwaukee, WI

- Achieved 5-star rating on Wisconsin’s YoungStar Quality Rating & Improvement System.
- Hold national endorsement through National Accreditation Commission (NAC).
- Licensed to care for 191 children from ages 6-weeks to 12-years-old

TEACHING EXPERIENCE

Madison College

- Foundations of Early Childhood Education
- Infant and Toddler Development
- Child Development
- Child Care Practicum (Introductory & Preschool)
- Embracing Diversity
- Childcare Administration and Supervision
- Best Practices for Children and Families in Early Childhood Program
- Early Childhood Programs and the External Environment
- Operations Management in Early Childhood Programs
- Administrative Seminar
- Financial Management in Early Childhood Education

UW-Platteville

- Childcare Administration and Supervision
- Best Practices for Children and Families in Early Childhood Program
- Early Childhood Programs and the External Environment
- Operations Management in Early Childhood Programs
- Financial Management in Early Childhood Education
- Administrative Seminar

PUBLICATIONS

Articles (7)

Turner, C.R. & Turner, M. (In Review). **Interrupting Whiteness to Support Black and Latino Men within Community Colleges.** *Whiteness and Education*

Farmer-Hinton, R., Adams, T., Closson, P., Mbalia, J., & Turner, M. (In Review). **Who’s Zoomin’ Who: Exploring Stories of Black Women Doctoral Degree Completers and their Virtual “Homeplace.”** *Journal of Women and Gender in Higher Education.*

Allen, K.R., Green, M.L., Turner, C.R., Stewart, N., Ogden, J.L., & Turner, M. (2024). **Centering Black Children's Worldmaking Visions: Considering what it Means to Facilitate Liberators Space to Freedom Dream with Black children.** Chapter in *Repertoires of Resistance*. Routledge Taylor & Francis Group.

Turner, C. & Turner, M. (June 16, 2023). **A Critical Content Analysis of Cultural Bias in Early Childhood Education Teacher Preparation Textbooks.** *Advance*.

Turner, M. & Bowen, C. (May 8, 2023). **Advancing Antiracism Through Culturally Responsive Teaching.** *Umoja Magazine*.

Turner, C. R. & Turner, M. (2023). **A Sociohistorical Critique of the Systemic Disenfranchisement of Milwaukee's Black Early Childhood Educators.** *Urban Education*. <https://doi.org/10.1177/0042085923116289>.

Turner, M. (Nov/Dec 2020). **Terminating Staff Gracefully.** *Childcare Exchange*.

Chapters in Scholarly Volumes (2)

Turner, M. (In Review). **White Shadows: A journey to awareness.** Chapter in *Black Mother Scholarship Within and Beyond the Academy: Reconceptualizing Radical Futurity*. Turner, C.R. & Green M.L. (eds.). Springer

Turner, C. & Turner, M. (2023). **Toward Trusting Partnerships between Black Women Childcare Providers and Early Childhood Education Regulatory Agencies.** Chapter in *Advancing Critical Praxis and Pedagogy Across Educational Settings*. Evans, L.M., Allen, K.R., & Turner, C.R. (eds.). Brill Academic Publishing

Books (2)

Turner, M. (2020). **Thirty-One One Minute Daily Reflections That Will Transform Your Life.** Independently Published: Milwaukee, WI.

Turner, M. (2018). **Milwaukee YoungStar: Exploring the Racialized Experiences of African American Early Care and Education Providers.** Independently Published: Milwaukee, WI.

PRESENTATIONS

National and International Conferences

Turner, M. (March 2023). **Textbook Bias in 2023.** League for Innovation Conference.

Turner, M., Nickel, R., Soles, D., & Grovergrys. (March 18, 2024), **Building Inclusive Excellence: From Awareness to Action in Academic Affairs,** League for Innovation Conference.

Turner, M. & Grovergrys, K. (June 2023). **It's in the Syllabus: Creating an Equitable and Inclusive Syllabus.** Process Education Conference.

Turner, C.R. & Turner, M. (April 13-16, 2023). **Moving Toward Culturally Relevant Supervision and "Quality" Assessment.** [Group roundtable presentation]. American Educational Research Association (AERA) Annual Conference, Chicago, IL, United States.

Farmer-Hinton, R., Adams, T., Closson, P., Mbalia, J., & Turner, M. (2023). **Who's Zoomin' Who: Exploring Stories of Black Women Doctoral Degree Completers and their Virtual "Homeplace."** American Educational Research Association.

Turner, M. & Turner, C. (October 2022). **(Re)Conceptualizing QRIS: Highlighting the Voices of Black Childcare Providers.** National Black Child Development Institute.

Turner, M. (October 2020). **Navigating the Academic Job Market:** A Panel Discussion, AERA Division C Webinar.

Turner, M. & Adams, T. (October 2020). **Why Applying Culturally Relevant Teaching Strategies in Early Childhood Education Environments is Truly Developmentally Appropriate.** National Association for the Education of Young Children National Conference.

Turner, M. (March 2017). **Culturally Responsive Teaching for the 21st Century.** National Afterschool Association. Dallas, TX.

Local and Regional Conferences

Turner, M. (August 2020). **Intersection Between COVID-19 and the Black Lives Matter Movement: A Panel Discussion on Supporting Students and Educators of Color While They Navigate These Challenging Times.** Wisconsin Early Childhood Association. Virtual Conference.

Turner, M. (July 2019). **Terminating Staff Gracefully.** Wisconsin Early Childhood Association Conference.

Turner, M. (April 2018). **Culturally Responsive Teaching for the 21st Century.** University of Wisconsin-Whitewater. Whitewater, WI.

Turner, M. (March 2018). **Culturally Responsive Teaching for the 21st Century.** University of Wisconsin-Platteville. Platteville, WI.

Turner, M. (May 2017). **Culturally Responsive Teaching for the 21st Century.** Wisconsin Child Care Administrators Association. Madison, WI.

Turner, M. (November 2017). **Culturally Responsive Teaching.** Wisconsin Early Childhood Association. Madison, WI.

Invited Talks

Turner, M. & Turner C.R. (2023, September). ***Changing the Narrative: Interrogating White Supremacy in Teacher Education Textbooks.*** Madison College Racial Equity Summit, Illustrating Inequities, Unmasking Biases: A Dual Exploration of Textbook Representation in Education at Madison College, Madison, WI

Turner, M. (March 2019). Keynote - ***Love, Care and Kindness in Early Care and Education.*** University of Wisconsin-Platteville. Platteville, WI.

INSTITUTIONAL SERVICE

- Served on Achieving the Dream (ATD) initiative Support Team and Priority 2 Team
- Created professional development opportunities and led "Culturally Responsive Practices" and "Unveiling Perspectives: Navigating Textbook Bias"
- Co-facilitated book clubs for *Pregnant Girls* and *Culturally Responsive Teaching* by Zaretta Hammond, guiding discussions and facilitating group activities to engage members in in-depth analysis and dialogue.
- Created and led workshop series:
 - *Culturally Responsive Teaching: The Neuroscience Behind It*
 - *Culturally Responsive Teaching: Building Trusting Relationships*
 - *Culturally Responsive Teaching: Examining Our Own Cultural Identity and How it Affects Our Interpretation of Others*
 - *Culturally Responsive Teaching: Creating a Sense of Community and Connection*
- Facilitated workshop:
 - *It's in the Syllabus: Creating an Equitable and Inclusive Syllabus*

AFFILIATIONS

- National Association for the Education of Young Children
- Wisconsin Early Childhood Association
- Wisconsin Child Care Administrators Association
- Early Learning Leaders
- National Black Child Development Institute (NBCDI)

PROFESSIONAL LEADERSHIP

President: Black Child Development Institute (BCDI)-Wisconsin (2020 – Present)

Board Member:

- Wisconsin Child Care Registry (2018 – 2021)
- Wisconsin Child Care Administrators Association (2018 – 2020)
- Roberson Family Day Care, Inc. (1990 - Present)

REFERENCES UPON REQUEST
