

Michelle R. Loyd-Paige, Ph.D.

Executive Associate to the President for Diversity & Inclusion
Professor of Sociology
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Personal Information

Married: Darrell L. Paige
Children: Kevin, Adrian, Terrance
Church Membership: Angel Community Church, Muskegon, Michigan

Professional Biography

Dr. Michelle Loyd-Paige is the executive associate to the president for diversity and inclusion and also holds an appointment of professor of sociology at Calvin College in Grand Rapids, Michigan. Loyd-Paige joined the department of sociology and social work at Calvin College in 1985 having finished her graduate course work at Purdue University. Loyd-Paige served as chair of the department of sociology and social work from 1999-2001; the dean for multicultural affairs from 2006 – 2015; and was appointed as interim executive associate to the president for diversity and inclusion in 2013, and became the permanent executive associate to the president in 2015.

A graduate of Calvin College, Dr. Loyd-Paige received her Bachelor of Arts in sociology. She then continued her education at Purdue University, where she earned both her Master of Science and Doctor of Philosophy degrees in sociology. While completing her graduate studies, Loyd-Paige served as a teaching assistant and taught introductory sociology classes. In 1985 Loyd-Paige, with all but her dissertation, returned to her alma mater to teach in the department of sociology and social work. Loyd-Paige served as department chair from 1999 - 2001. From 1998 - 2006, she was a member of the Calvin Anti-Racism Task Force (CART). In this capacity she helped to lead anti-racism training workshops for Calvin College faculty and staff, and she helped to revise the college's 1985 *Comprehensive Plan for Integrating North American Ethnic Minority Persons and Their Interests into Every Facet of Calvin's Institutional Life (Comprehensive Plan)*. The comprehensive plan was renamed *From Every Nation* and was adopted by the college in 2004 as a plan to assist the college community in practicing racial justice, reconciliation, and cross-cultural engagement. In 2006 Loyd-Paige was appointed as the dean for multicultural affairs. As the dean, Loyd-Paige oversees multicultural programing within the academic division of the college. In

2013, while still serving as the dean, Loyd-Paige was appointed by the president of the college to serve a two-year term as interim executive associate to the president for diversity and inclusion. During the summer of 2015, after a national search, Loyd-Paige became the permanent executive associate to the president. As the executive associate, she provides strategic leadership for the college's work on diversity and inclusion resulting in deep, pervasive, and meaning change in the college understands and practices diversity and inclusion. Loyd-Paige successfully guided the college through the *Institutional Challenge to Achieve Racial Equity (ICARE)* organizational assessment process by the Partners for a Racism-Free Community. A process beginning in 2009 and culminating in 2015 with the college being awarded the highest level designation. At the time of the award, Calvin was one of only three organizations to have received the highest designation.

As a scholar, Loyd-Paige writes and speaks on topics of identity formation, cultural awareness, and boundary crossing. She co-authored *Set Us Free: What the Church Needs to Know from Survivors of Abuse*, a book recounting the stories of abuse survivors. Additionally, she has written book chapters on various identity related topics. The most recent book chapters explore being a senior administrator, "Becoming an African-American Academic Leader on a Predominately White Christian Campus: The Use of Autoethnography as a Method for Exploring Mentoring Processes," and being a Christian vegan, "Doesn't Paul say in Romans that those who do not eat meat have a weaker faith?" As a professor she developed and taught three courses aimed at enhancing the cultural awareness of students: "Diversity and Inequality in North American Society", "Crossing Racial Boundaries", and "Cross-Cultural Studies". She is a certified Level 1 Cultural Intelligence Facilitator (certified by the Cultural Intelligence Center), as well as a trained anti-racism facilitator and a racial sobriety workshop leader. From 2006 - 2015, Loyd-Paige has developed and facilitated fifteen diversity-related professional development trainings for both corporate and academic settings. The trainings address cultural competency, anti-racism, bias elimination, inclusive excellence, and multicultural organizational development. After twenty-five years of speaking and teaching about cultural awareness and social justice and equity, Loyd-Paige was recognized in 2015 for her advocacy work and was presented the 'Floyd Skinner Justice Award' by the Giants organization of Grand Rapids, Michigan.

Dr. Loyd-Paige is an ordained minister of the Gospel serving as the Associate Pastor at Angel Community Church of Muskegon, Michigan, and she is the president and founder of Preach Sista! Inc., a non-profit organization that provides a supportive environment for women to discern, grow into, and celebrate their calling to Christian ministry. She resides in Muskegon Heights, Michigan with her husband of over 30 years, Mayor Darrell Paige. She and her husband are the proud parents of three adult children, Kevin, Adrian, and Terrance.

Administrative Appointments and Select Accomplishments

Executive Associate to the President for Diversity and Inclusion 2015 – present
2013 – 2015, interim

- Point person for leading “deep, pervasive, and meaningful change in the college’s understanding and practice of diversity and inclusion.”
- Responsible for furthering Calvin’s strategic goals on inclusive excellence through shaping the culture, relationships, programs and practices of the college in conjunction with a network of key leaders across the campus.
- Led the effort to develop the “Strengthen Diversity and Inclusion Efforts” section of the strategic plan in 2013 – 2014. And currently holding primary responsibility for the diversity and inclusion goals and objectives in Calvin’s strategic plan and working with the college’s Vice Presidents, committees and student groups to optimize connections and to coordinate deep, meaningful and pervasive organizational change.
- Serving as a peer cultural competency mentor to members of the president’s cabinet, meeting monthly and providing resources for enhanced cultural competency.
- Guided the college through PRFC organizational assessments. Achieving Level-II Partner status (highest level).
- Creating and facilitating diversity-related professional development opportunities for faculty and staff.
- Designed and implemented the college’s second all-campus climate survey.
- Created a Diversity Consultant RFP and facilitated the review process leading to contracting a diversity consultant. Used consultant findings to create an annual diversity scorecard.
- Faculty Mentor and instructor for an intentional student living and learning community focused on race.

Dean for Multicultural Affairs 2006 – present

- Assumed strategic diversity leadership for the Academic Division of the college.
- Chaired the Multicultural Affairs Committee, producing the biennial MAC State of the Campus Report.
- Conducted the 5-year review of the *From Every Nation* document, recommending twenty-two revisions. All were accepted.
- Liaison between the provost and four program directors: African and African Diaspora Studies, Gender Studies, Cross-Cultural Engagement, and Off-Campus Programs. (2006 – 2013).
- Chaired Cross-Cultural Engagement Committee. (2010 – 2014).
- Designed and implemented the college’s first all-campus racial climate census.

- Launched the From Every Nation lecture series
- Developed mini-grants for faculty to sponsor diversity related research and to enhance cultural competency.
- Hosted faculty and staff of color affinity group meetings.
- Provided resources to promote diverse faculty hires.
- Created and facilitated diversity-related professional development opportunities for faculty and staff.
- Guided the college through two Partners For a Racism-Free Community organizational assessments. Achieving Full-Partner status (second highest level).
- Organized and Led *Transforming Voices: Worship and Preaching Among Afro-Christian Women* Seminars in Christian Scholarship. Led eight of twenty sessions.

Chair, Department of Sociology and Social Work 1999 - 2001

- Serve as the liaison between the department and the dean
- Responsibility for course assignments, curriculum, planning, budget oversight, and faculty evaluations for the sociology side of the department of sociology and social work.

Academic Appointments

Professor, Department of Sociology and Social Work, Calvin College, Grand Rapids, Michigan.	1998 - Present
Associate Professor, Department of Sociology and Social Work, Calvin College, Grand Rapids, Michigan. (Tenured, 1996)	1993 - 1998
Assistant Professor, Department of Sociology and Social Work, Calvin College, Grand Rapids, Michigan.	1989 - 1993
Instructor, Department of Sociology and Social Work, Calvin College, Grand Rapids, Michigan.	1985 - 1989

Education

Ph.D. Sociology	Purdue University (1989)
M.S. Sociology	Purdue University (1983)
B.A. Sociology	Calvin College (1981)

Selected Honors and Distinctions

CCCU Multi-Ethnic Leadership Development Institute resource leader	2015
Floyd Skinner Justice Award	2015
CCCU Commission on Diversity and Inclusion, member	2015 - present
CRCNA Diversity and Inclusion Working Group, member	2014 - present
Joan Wolfe Award, WMEAC Ideal Committee (member)	2014
Level 1 CQ Certification, Cultural Intelligence Center	2014
CRCNA Multi-Ethnic Conference Planning Committee, Chair	2013
CCCU Multi-Ethnic Leadership Development, Cohort member	2013
Racial Sobriety Facilitator Certification	2011
West Michigan President's Compact, Co-Chair	2010 - 2012
CICW Worship Renewal Grant. "Reformed Worship in an African American Context"	2010
Multi-Ethnic Strategic Alliance, Cohort member	2010
Anti-Racism Facilitator Certification	2009
Lilly Exchange Network Grant. "FEN: Diversity Strategies"	2009
Commencement Speaker, Calvin College	2007
Calvin Representative to the West Michigan President's Compact	2006 – present
Consultation of Afro-Scholars in Higher Education, Member	2002 - 2007
Calvin Anti-Racism Team, Founding Member	1998 - 2006
West Michigan Sociological Association, President	1999 – 2000
Grand Rapids Urban League, Board Chair	1996 - 1997

Professional Development Workshop Creation and Facilitation

- Anti-Racism (90 min, 120 min)
- Better Together – Fostering Unity Through Equity (90 min)
- Building Cultural Competence (300 min)
- From Every Nation: Themes, Goals, and Strategies (45 min)
- From Racism to Racial Equity (90 min)
- Introduction to Cultural Competence Building (45 min)
- Racism 101 (45 min, 90 min)
- Little Things Mean A Lot – Racial Micro-Aggressions (90 min)
- Managing Diversity Flashpoints in the Classroom (90 min)
- Multicultural Curriculum Transformation and Research Colloquium (4-day)
- Multicultural Organizational Development Model (90 min; 180 min)
- Racial Sobriety (90 min, 6-hour, 2-day)
- Transforming the Classroom Experience – Infusing Diversity (90 min)
- Update on the College's Move Towards Inclusive Excellence (90 min)
- Why Diversity & Inclusion Matter (90 min)

Books, Book Chapters, and Articles

- Heewon Chang, Karen Longman, and Michelle R. Loyd-Paige. "Self-Analytical, Community-Building, and Transformative: Collaborative Autoethnography of Leaders of Color in Higher Education." (Forthcoming, *Journal of Ethnographic & Qualitative Research* 2015)
- Michelle R. Loyd-Paige and Eric M. Washington, *African Americans: We've Come This Far by Faith*, (Grand Rapids, Michigan: CRCNA Office of Race Relations, 2015).
- Michelle R. Loyd-Paige, "Give Me a Clean Heart" in *Gospel Vocalises & Warm-Ups: Engaging Mind, Body and Spirit*, ed. Charsie Sawyer. (Grand Rapids: Calvin Institute of Christian Worship, 2015).
- Michelle R. Loyd-Paige, "Becoming an African-American Academic Leader on a Predominately White Christian Campus: The Use of Autoethnography as a Method for Exploring Mentoring Processes" in *Black Scholars in White Space: New Vistas in African American Studies from the Christian Academy*, ed. Anthony B. Bradley. (Eugene, Oregon: Wipf & Stock Publishers, 2015).
- Michelle R. Loyd-Paige, "Doesn't Paul Say in Romans That Those Who Do Not Eat Meat Have a Weaker Faith?" in *A Faith Worth Extending to Animals*, ed. Tripp York and Andy Alexis-Baker. (Eugene, Oregon: Cascade Books, 2012).
- Michelle R. Loyd-Paige, "Thinking and Eating at the Same Time: Reflections of a Sista Vegan" in *Sistah Vegan! Food, Health, Identity, and Society: Female Vegans of the African Diaspora*, ed. Amie Harper. (Brooklyn, New York: Lantern Books, 2010).
- Michelle R. Loyd-Paige, "Sista, You Must Preach" in *The Sage Bush: Essential Lessons for Women in Ordained Ministry*, ed. Linda H. Hollies. (Cleveland, Ohio: Pilgrim Press, 2007).
- Michelle R. Loyd-Paige, "From Tolerance to M.I.N.D. Renewal: Service-Learning – An Experiential Basis for Thinking About Diversity and Inequality" in *Commitment and Connection: Service Learning and Christian Higher Education*, eds. Gail Gunst Heffner and Claudia DeVries Beversluis. (Lanham, Maryland: University Press of America, 2002).
- Michelle R. Loyd-Paige, "A Response to Patricia Raybon's My First White Friend" in *Race, Reconciliation and Reformed Perspectives Reader*, ed. (Grand Rapids, Michigan: Calvin Center for Christian Scholarship, 2001).
- Ann Annis, Rodger Rice and Michelle R. Loyd-Paige, *Set Us Free: What the Church Needs to Know from Survivors of Abuse*. (Grand Rapids, Michigan: Calvin College Social Research Center and the University Press of America, 2001).
- Michelle R. Loyd-Paige, "The Importance of Being Earnest: A Response to Steven R. Timmermans" in *The One and The Many*, ed. by Thomas R. Thompson. (Grand Rapids, Michigan: University Press of America/ Calvin Center for Christian Scholarship, 1998).
- Michelle R. Loyd-Paige, *Practicing Racial Reconciliation in Your Church*, (Grand Rapids, Michigan: CRC Publications, 1998).
- Michelle R. Loyd-Paige, "Diversity and Inequality in North American Society", in *Service-Learning and Undergraduate Sociology*, (Washington D.C.: ASA Teaching Resources, 1996).

Select Conference Papers and Invited Presentations

- Michelle R. Loyd-Paige, "A Christian Response to Veganism." Re-Wild Conference, Aquinas College, April 2015.
- Michelle R. Loyd-Paige, "What's Love Got to Do With it? Anti-Racism, I John, and Transformation." North Park University Staff Development, April 2015.
- Michelle R. Loyd-Paige, "The Strengths, Weakness, and Opportunities of the WMPCC." WMPCC Institutional Representatives' Retreat, Grand Rapids, March 2015.
- Michelle R. Loyd-Paige, "Successes and Challenges of Leading Diversity Efforts on a Christian College." Western Theological Seminary New Faculty Retreat, Holland, Michigan, February 2015.
- Michelle R. Loyd-Paige, "Evolution of Diversity in Higher Education: Challenges and Opportunities." North Park University Sixth Annual Student Diversity Leadership Conference panel member, October 2014.
- Michelle R. Loyd-Paige, "Shalom and Racial Reconciliation." Cornerstone University Chapel, February 2014.
- Michelle R. Loyd-Paige, "Mentoring Experiences of Leaders of Color in Faith-Based Higher Education." International Leadership Association Global conference, Montreal, Quebec, October 2013.
- Michelle R. Loyd-Paige, "Achieving Authentic Inclusive Excellence in Higher Education." Faculty Conference Keynote, Cornerstone University, Grand Rapids, August 2013.
- Michelle R. Loyd-Paige, "Welcoming the Arts into Worship." Calvin Symposium on Worship, Calvin College, January 2013.
- Michelle R. Loyd-Paige, "Blurred Lines: The Intersection of Multicultural Education and Internationalization." West Michigan College and University President's Compact Committee Conference, Davenport University, October 2012.
- Michelle R. Loyd-Paige, "Mentoring Faculty of Color." MI-ACE Conference, May 2012.
- Michelle R. Loyd-Paige, "Transforming the Curriculum: The Inclusion of Diversity Content in Higher Education Courses." WMPCC Conference, Grand Rapids, October 2011.
- Michelle R. Loyd-Paige, "Diversity Across the CCCU: A National and Local Outlook." CCCU Changing Faces - Cultural Competency, Diversity, and Reconciliation Conference, Chicago, September 2011.
- Michelle R. Loyd-Paige, "Transitioning Home: Choosing to Act." CCCU: Changing Faces- Cultural Competency, Diversity, and Reconciliation Conference, Chicago, September 2011.
- Michelle R. Loyd-Paige, "Transforming the Classroom Experience: Infusing Diversity Content into the Curriculum." Fall Conference, Calvin College, August 2011.
- Michelle R. Loyd-Paige, "Navigating Institutional Culture." CCCU: Multi-Ethnic Leadership Development Institute, June 2011.
- Michelle R. Loyd-Paige, "Courage and Calling: The Cross We Bear." CCCU: Multi-Ethnic Leadership Development Institute, June 2011.

- Michelle R. Loyd-Paige, "Racial Unity and Responsibility: Implications of the Belhar Confession." Reformed Mission in the Age of World Christianity, Calvin College, June 2010.
- Michelle R. Loyd-Paige, "How I Got Over: Women of Color Advancing and Surviving in Higher Education." MI-ACE, Lansing, Michigan, June 2010.
- Michelle R. Loyd-Paige, "Leadership Fragranced by Fire: The Legacy of Afro-Christian Clergywomen." Keynote address, and "Practical Lessons for the Multicultural Church" session presenter, Synergy conference, March 2010.
- Michelle R. Loyd-Paige, "How I Got Over: Critical Moments for Women of Color at a Christian College." International Forum on Christian Higher Education, February 2010.
- Michelle R. Loyd-Paige, "Leadership: Does Gender Matter?" Wedgewood Christian Services, Grand Rapids, Michigan, October 2009.
- Michelle R. Loyd-Paige, "From Every Nation: Revised Comprehensive Plan for Racial Justice, Reconciliation, and Cross-Cultural Engagement at Calvin College." Lilly Network Exchange Conference, Calvin College, October 2009.
- Michelle R. Loyd-Paige, "What are the Tensions or If They Come, Will They Stay?" Lilly Network Exchange Conference, Calvin College, October 2009.
- Michelle R. Loyd-Paige, "Staying Sane and Committed (or What to do When Your Campus is Not Changing as Fast as You Would Like or Makes Mistakes That End Up as Headlines)." Lilly Network Exchange Conference, Calvin College, October 2009.
- Michelle R. Loyd-Paige, "Social Impact of Christianity on Sub-Saharan Africans." Conference on the Social Impact of Christianity in Africa, Calvin College, August 2009.
- Michelle R. Loyd-Paige, "Adopting an Anti-Racist Approach to Higher Education." Associated Mennonite Biblical Seminary Faculty Development Seminar Keynote, May 2009.
- Michelle R. Loyd-Paige, "Myth and Reality: Our Gendered World." Wedgewood Christian Services, Grand Rapids, Michigan, January 2009.
- Michelle R. Loyd-Paige, "Responding to a Kingdom Calling for Diversity." Diversity Student Leadership Conference Keynote, Calvin College, Grand Rapids, November 2008.
- Michelle R. Loyd-Paige, "The Multicultural Classroom." Christian Educator Association Conference Workshop Leader, October 2008.
- Michelle R. Loyd-Paige, "From the Inside Out: Exploring the Barriers and Opportunities Women Pastors Face Achieving Their Vision to Improve the Quality of Life Within Their Communities." SSSR, Louisville, October 2008.
- Michelle R. Loyd-Paige, "Identifying the Internal Processes of Leadership Among Afro-Christian Women on Christian College Campuses." Point Loma Nazarene University, April 2008.
- Michelle R. Loyd-Paige, "Pioneering Black Clergywomen." Women's History Month Western Michigan University, March 2008.
- Michelle R. Loyd-Paige, "Ghana at Fifty-One." 5th Annual Ghana Independence Day Celebration, Davenport College, March 2008.
- Michelle R. Loyd-Paige, "Remembering the Struggle, Fulfilling the Dream." 2nd Annual MLK Celebration Dinner Keynote, Grand Valley State University, January 2008.

- Michelle R. Loyd-Paige, "The More Things Change, The More Things Stay the Same." Mandela-Parks Lecture Series Keynote, Grand Valley State University, October 2007.
- Michelle R. Loyd-Paige, "Veganism as a Practice of Social Justice." Swords to Plowshares Conference, Loras College, August 2007.
- Michelle R. Loyd-Paige, "Leave a Little Dust." Commencement Address, Calvin College, May 2007.
- Michelle R. Loyd-Paige, "Afro-Christian Scholarship: Social Influences on a Private Life." Consultation of Afro-Christian Scholars in Higher Education Conference, Calvin College, Grand Rapids, July 2005.
- Michelle R. Loyd-Paige, "Context and Affect of Afro-Christian Worship: Moving from Havin' Church to Transformative Worship". Consultation of Afro-Christian Scholars in Higher Education conference, Calvin College, July 2005.
- Afro-Christian Worship and Social Transformation. Co-leader and developer of week-long seminar for Seminar in Christian Scholarship at Calvin College. Presenter of "Afro-Christian Worship as a Vehicle for Spiritual and Social Transformation" and "Just Worship: Justice and Worship in the Black Church", Calvin College, July 17 - 23, 2004
- Michelle R. Loyd-Paige, "Yes, Virginia There Really Are Christian Sociologists." Jubilee, Pittsburgh, February 2004.
- Michelle R. Loyd-Paige, "Diversity Consciousness and Diversity Sensitivity." Fruitport High School Teacher In-Service Keynote, October 2003.
- Michelle R. Loyd-Paige, "Closed Doors, Opened Windows: African American Women Finding and Creating Space for Public Ministry," Michigan Sociological Association Annual Conference, November 2002.
- Michelle R. Loyd-Paige, "Thy Kingdom Come ... Now." National Christian Multicultural Student Leaders Conference Keynote, Calvin College, November 2001.
- Michelle R. Loyd-Paige, "Teaching Classes on Diversity." Michigan Sociological Association Annual Conference, November 2001.
- Michelle R. Loyd-Paige, "Multicultural Issues in Education." Education Department Faculty Development, Calvin College, November 2000.
- Michelle R. Loyd-Paige, "What is the Best Way for Calvin College to Maintain its Reformed Identity." Professional Status Committee Faculty Forum panelist, October 2000.
- Michelle R. Loyd-Paige, "Surviving and Thriving in the CRC." Ministry of Race Relations Multicultural Conference, Calvin College, June 2000.
- Michelle R. Loyd-Paige, "Fostering Multi-Cultural Sensitivity in the Classroom." Teacher in-Service Workshop Leaders, Holland Christian Schools, February 1999.
- Michelle R. Loyd-Paige, "A Response to Steven Timmerman." One and the Many: Christian Identity in a Multicultural Year Symposium, April 1997.
- Michelle R. Loyd-Paige, "Meeting the Challenges of Diversity in the Workplace." Western Michigan Probation Officer Training, Grand Rapids, Michigan, Fall 1996.