

Judy Sorum Brown

3907 Calverton Drive • Hyattsville, Maryland 20782

Ph: 301-277-1477 • Fax: 301-277-6177

E-mail: JudyBrown@aol.com • www.judysorumbrown.com

Dr. Judy Sorum Brown is a speaker, writer, and educator in private practice whose work revolves around the issues of leadership, change, strategy, quality, learning, diversity, dialogue, and renewal. She serves as a faculty member of the graduate school of Public Policy at the University of Maryland, Senior Fellow of the James MacGregor Burns Academy of Leadership and Senior Fellow of the Center for Public Policy and Private Enterprise. She has been involved in the work of the University's National Center for Smart Growth Research and Education, and serves as its director of Education, Outreach and Training.

Dr. Brown has been involved in leadership institutes for symphony orchestras, urban libraries, cultural organizations, school systems and a variety of public agencies. She is author of *The Choice* (Conari, 1995), a book about processes of organizational and personal learning and change, *The Sea Accepts All River and other poems* (Miles River Press, 2000) a book of her poetry, and is among the contributors to *Learning Organizations: Developing Cultures for Tomorrow's Workplace* (Productivity Press, 1995). Her most recent book is *A Leader's Guide to Reflective Practice* (Trafford Publishing, 2006).

Her primary interest has been in the nature of change, its impact on individuals and organizations, and in the central role learning plays in the leadership of that change. She explores these change-related themes with diverse clients and in formats that include university graduate-level teaching, leadership off-sites, strategic planning processes, consultation, workshops, keynotes, retreats, seminars, and executive coaching. Her writing gives a sense of the personalism, depth and energy, which she brings to the work, and the experience and wisdom she finds within individuals and organizations. She brings the ideas and stories of a wide range of organizations and intellectual traditions, to clients struggling with change. She particularly enjoys working collaboratively with colleagues and clients, weaving together the resources and approaches she brings, with those which the client already has in hand.

She currently serves as:

- **Visiting Professor of Leadership and Management, (since 1999) at the School of Public Policy, at the University of Maryland, and**
- **Senior Fellow of the Center for Public Policy and Private Enterprise.**
- **Leadership faculty and Director of Education, Outreach and Training for the National Center for Smart Growth, at the University of Maryland, College Park.**
- **Senior Research Fellow, The James MacGregor Burns Academy of Leadership, University of Maryland College Park.**

She has served as:

- **Founding Facilitator, The Courage to Teach Program, The Fetzer Institute, Kalamazoo, Michigan.**
- **Faculty Member, Virtual Faculty, College of Engineering, University of Michigan, Dearborn, Michigan.**

Her former posts have included:

Senior Fellow and Vice President, The Aspen Institute, Queenstown, Maryland -- 1988 to 1992

The Aspen Institute is a world wide non-profit educational organization dedicated to strengthening the quality of leadership in organizations in all sectors. It is best known for its great books seminars for executives and its nonpartisan public policy projects. As vice president of the institute, Dr. Brown was responsible for the development of joint ventures with corporations and universities, directed the great books seminars for executives, and developed a policy program for CEO's, Governors and the Business Roundtable on the reform of public education. She oversaw the development of a series of MacArthur Foundation funded seminars on ethics, diversity, environment, leadership, and science and technology, and moderated many of the institute's seminars.

Assistant Dean and Director of Executive Programs, College of Business and Management, University of Maryland, College Park -- 1982 to 1988

At various times during her six years with the college, Dr. Brown was the college's administrative, budget and fiscal officer, responsible for managing over four million dollars in resources; the college's strategic planner; coordinator of public communications; and director of executive programs. She designed and managed the LEAD program (a one-month intensive residential mini-MBA program for gifted and talented minority students) and designed and managed the executive development program for the nonprofit sector, the college's corporate executive development program (a two-week intensive program for general managers), and the Government Executive Institute (a three-week program for top state government officials). In 1984-1985, she also served as the academic dean of the college with responsibility for the undergraduate, MBA, MS and Ph. D. programs. She regularly taught in the college's executive programs.

White House Fellow and Special Assistant to the U. S. Secretary of Labor, U. S. Department of Labor, Washington, D. C. -- 1978 to 1981

As one of fifteen White House Fellows selected from over 2500 applicants Dr. Brown was assigned to the Secretary of Labor as a special assistant. She coordinated the department's regulatory reform effort, which was rated as one of the best in the government, established and managed an on-going taskforce on alien labor in agriculture, developed the department's policy on refugee resettlement, arranged for fifty million dollars in youth programming funds for refugee youth and was the Secretary's voice for Hispanic affairs. She served on the White House consumer affairs and refugee task forces, and gave speeches on a range of topics on behalf of the Secretary. She also participated in over 200 seminars with top government and business leaders. At the end of her year as a Fellow, she remained as special assistant to the Secretary.

Academic Dean for Academic Programs, Undergraduate Studies, University of Maryland, College Park -- 1975 to 1978

As dean of the college for students who designed individualized majors, Dr. Brown established a network of faculty across all disciplines committed to this innovative undergraduate program and she supervised the design of each curriculum. Curricula ranged from renaissance studies to arts management to archeoastronomy.

Director, Community Services Programs and Experiential Learning Programs, University of Maryland, College Park -- 1973-1975

Dr. Brown established and managed the university's center for experiential learning bringing together internship, cooperative education and volunteer programs. She worked with hundreds of area public and private sector organizations and with all university departments.

Additional Responsibilities, University of Maryland.

The years at the University of Maryland included several additional responsibilities concurrent with full-time positions:

Project to Assess the Feasibility of Program Transfer. As a special project for the Chancellor and Vice Chancellor, Dr. Brown prepared an assessment of the feasibility of transferring academic programs from one campus to another to balance enrollments. This work required delicate discussions and negotiations with campus deans and provosts, and administrators of other campuses.

Lecturer, Department of English. She taught one undergraduate course a semester, including Introduction to Dramatic Literature, Shakespeare, Women in Drama and she also experimented with various teaching methods, including developmental instruction.

Chairperson, Chancellor's Commission on Women's Affairs. She directed the work of a 16-member campus commission of faculty, administrators and students, men and women, advising the Chancellor and campus units on improving the status of women on campus and she was instrumental in the effective implementation of Title IX which increased women's participation in intercollegiate athletics.

Chairperson, HEW Advisory Council on Student Financial Aid. She directed the work of a national 22-person advisory group of college presidents, leaders in the banking community, and financial aid officials which reported annually to Congress.

Assistant Director, Office of Volunteer Programs, Michigan State University, East Lansing, Michigan -- 1970-1973

She was responsible for program development, student leadership development, publicity and public relations.

Publications

Brown, Judy. (2006) *A Leader's Guide to Reflective Practice*. Victoria, BC, Canada: Trafford Publishing.

Brown, Judy. (2003) "Fire". *Teaching with fire; Poetry that sustains the courage to teach*. San Francisco, CA: Jossey-Bass.

Brown, Judy. (2003). "Welcoming the Feminine Dimension of Leadership" *Reflections: the SOL Journal on Knowledge, Learning and Change, (forthcoming)* MIT Press, Cambridge, Mass.

Brown, Judy. (2000). *The Sea Accepts All Rivers & other poems*. Alexandria, VA: Miles River Press

Brown, Judy. (1998). "Living and Working in Healthier, More Productive Ways in the Midst of Change." Vol. 1, No. 1, April/May 1998. *The Inner Edge*, a publication of Innovision Communications, 101 Columbia, Aliso Viejo, CA: 92656

Brown, Judy. "A Common Language for Trustees & Finance Officers."—*Trusteeship*, January/February 1997

Brown, Judy. "On Becoming a Learning Organization."—*About Campus*. January/February 1997

Brown, Judy. (1995). *The Choice: Seasons of Loss and Renewal After a Father's Decision to Die*. Berkeley, CA: Conari Press

Brown, Judy. (1995). "Dialogue: Capacities and Stories"—*Learning Organizations: Developing Cultures for Tomorrow's Workplace*. Portland, OR: Productivity Press

Brown, Judy. (1994). "Quality: The Premises, Paradoxes and Promises of Quality"—*CQI*, a Penn State University newsletter, July/August 1994 and in Oregon State University's newsletter

"The Quest for Quality"—*Leadership*, 1993

"Victims, Vogue, Voice and Vision: Themes of Diversity"—*The Aspen Institute Quarterly*, Winter 1993

Partial list of present and former clients

American Association of Higher Education; American Council on Education; Arthur Andersen; AT&T; Avery Dennison; Berea College; Chrysler; Cornell University; Dow Corning; The Fetzer Institute; Ford; The Robert Greenleaf Center; Harvard University; Herman Miller; International Paper; W. K. Kellogg Foundation; The Maryland Arts Council; Massachusetts Institute of Technology; Marriott; MCI; a medical association; Mobil; Norsk Hydro; Northern Telecom; National Science Foundation; Penn State University; Sprint; Toledo Libraries; Toledo Symphony; UCLA; University of Michigan; University of Wisconsin; Urban Libraries Council; the U. S. Public Health Service; Visteon; and The World Bank.

Education

B. A. Humanities (Language and Literature). Michigan State University. College of Honors. Magna Cum Laude. 1967.

M. A. Comparative Literature. Michigan State University. 1970.

Ph. D. Comparative Literature. Dissertation: Shakespeare and Moliere; a comparison of their comic worlds. Michigan State University. 1973.

Institute for Educational Management. Harvard. 1976.

Honors

White House Fellow
Honors College Graduate
Phi Beta Kappa
National Merit Scholar

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