

Curtis D. Byrd, Ed.D.

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SUMMARY OF QUALIFICATIONS:

- 25+ years of experience in diversity recruitment and retention for university graduate programs and faculty positions
- 25+ years of experience in creating, implementing & assessing undergraduate and graduate outreach programs
- Direct management and supervision of professional, support staff and students
- 20 years of experience collaborating and evaluating research programs with faculty and students
- Proven ability to write for and manage successful university projects/grants and budgets (from \$150,000 to \$9 million)
- Ability to work productively with various internal and external college academic and service units
- Utilization of change management techniques with the Office of Institutional Diversity (UGA) & SREB Doctoral Scholars

EDUCATION

University of Georgia, Athens, GA

Doctor of Education (Ed.D.)

May 2016

Major: Adult Education Leadership (Organizational Development)

Dissertation Topic: “Diversifying the Professoriate: Creative Strategies to Increase Minority Representation in the College Classroom”

Research Consultant Group: SREB Doctoral Scholars Program (successfully implemented change management)

Iowa State University, Ames, IA

Master of Education (M.Ed.)

August 1996

Major: Higher Education/Professional Studies

Major Thesis: “The Demographics of Minority Recruitment at Majority Institutions and How it Affects Their Retention”

Bachelor of Science (BS)

May 1992

Major: Psychology; Minor: Hotel, Restaurant, and Institution Management

HIGHER EDUCATION EXPERIENCE

Special Advisor to the Provost on Diversity, Equity and Inclusion

January 2020-Present

Office of the Provost

Georgia State University, Atlanta, GA

- Advise the President and Provost on all issues related to diversity, equity and inclusion (DEI) at Georgia State
- Serve as a consultant to the Provost’s Commission for the Next Generation of Faculty, and Faculty Diversity
- Develop university action plan based on recommendations of task force and next generation of faculty
- Assist senior leadership with DEI efforts as it relates to the development of university strategic planning
- Developed Georgia State’s first diversity, equity and inclusion website, THRIVE diversity inventory and database (<http://dei.gsu.edu>; <https://dei.gsu.edu/diversity-database/>)
- Developed university task force on DEI, Diversity Dialogues series and first ever Faculty Affinity Groups

Research Consultant

April 2019-Present

HBCU STEM Undergraduate Success Center

Morehouse College, Atlanta, GA

- Conduct assessments and evaluate national URM STEM academic pipeline programs
- Created academic pipeline program assessment tool (THRIVE Inventory-<https://academicpipelineproject.com/>)
- Serve on grant writing team, coordinating data analysis summaries and creating budgets
- Conduct graduate school preparation workshops and advise on graduate & professional school applications
- Coordinate weekly meetings on progress of grant proposals

Assistant Dean /Sr. Associate Director of Graduate Admissions

August 2011-July 2019

Office of Graduate Studies/Office of Graduate Admissions

Clark Atlanta University, Atlanta, GA

- Manage and coordinate all recruitment, retention and marketing efforts for all 41 graduate programs at CAU

- Assess and evaluate all graduate programs, along with developing new initiatives at CAU (i.e. TA Program, Prof. Masters-Biology)
- Conduct regular campus climate surveys and focus groups for graduate students to accommodate their needs
- Create and develop marketing campaign-maintain and update graduate website, publications, billboards, newspaper ads
- Developed comprehensive graduate enrollment management & diversity plan (i.e. grad task force, international student orientation)
- Serve as a liaison to School Deans, chairpersons, and graduate coordinators on recruitment issues and marketing initiatives
- Manage and navigate student information database system-Banner, to process applications and prepare for graduate departments

Director of Special Programs & Associate Director, McNair Program

August 2009-August 2011

Office of Undergraduate Affairs, Provost Office

University of Florida, Gainesville, FL

- Coordinate and assess a U.S. Department of Education Minority-TRIO program grant (\$1 Million Budget)
- Coordinate and collaborate with all minority undergraduate research programs
- Interpret federal grant policies and build procedures/guidelines for local programs
- Develop assessment tools to evaluate all programs and events, and publications and websites

Director

June 2007-August 2009

Ronald E. McNair Post-Baccalaureate Achievement Program

Georgia State University, Atlanta, GA

- Coordinate and Assess a U.S. Department of Education Minority-TRIO program grant (\$1 Million Budget)
- Provide seminars and workshops to undergraduate scholars to prepare for graduate school, coordinate summer research program
- Interpret federal grant policies and build procedures/guidelines for local program
- Develop assessment tools to evaluate all programs and events

Executive Director

January 2006-May 2007

Peach State Louis Stokes Alliance for Minority Participation

University of Georgia-Office of Institutional Diversity, National Science Foundation, Athens, GA

- Administered and coordinated NSF grant for six Georgia public institutions (\$5 Million budget)
- Developed recruitment and retention plan to encourage underrepresented students to pursue STEM disciplines
- Developed policies, procedures and assessment tools for consistency among alliance institutions
- Coordinated summer undergraduate research program
- Created publications and websites for PLSAMP

Director-Minority Graduate Recruitment and Retention

May 2000-December 2005

Graduate School

University of Georgia, Athens, GA

- Coordinated recruitment efforts for over 240 graduate programs
- Established fund raising, public relations, and faculty/staff collaboration efforts to support programs for minority students
- Developed strategies for recruitment and retention of graduate students for underrepresented populations (Assistantships/scholarships, Visitation programs, Graduate school workshops)
- Served on the inaugural development committee for the Office of Institutional Diversity
- Developed and implemented mentorship programs for graduate students
- Coordinated summer undergraduate research program (SURP) for 50 undergraduate students (\$150,000 budget)
- Served as adviser of Graduate Student Organizations (Graduate Student Association and Graduate and Professional Scholars)
- Created UGA Graduate Feeder Program (partnered with Spelman College, Morehouse College, Albany State University)
- Created a brochures/publications and a website for the recruitment and retention office

Coordinator of Academic Advising**Aug. 1999-Apr. 2000**

School of Computing and Software Engineering
 Southern Polytechnic State University (now Kennesaw State University), Marietta, GA

- Coordinated academic advising seminars for faculty and students
- Provided academic advising for approximately 200 undergraduate students
- Served as a graduate recruiter for the department and the University
- Served as a liaison between the Computer Science Department and external career agencies
- Worked with Banner database to advise Computer Science students

Graduate Student Program Coordinator for Diversity**Nov. 1996- July 1999**

Graduate College
 Arizona State University, Tempe, AZ

- Coordinated Teaching Assistant and general graduate orientations for over 300 students
- Advised three minority graduate student organizations, and managed their budgets (BGSA, HGSA, AIGSA)
- Served as a recruiter for over 150 graduate programs
- Managed assistantship program and allocations (\$250,000 budget)
- Advised NSBE, WISE and SHPE student organizations in engineering school

Academic Advisor, Senior**Jan. 1996-Nov. 1996**

Undergraduate Programs, College of Business
 Arizona State University, Tempe, AZ

- Provided academic advising to over 200 undergraduate business students
- Evaluated community college and university course credits for over 1000 freshmen, transfer and currently enrolled students
- Gathered and interpreted confidential student information to consider for professional program (upper division business courses) in the College of Business

Admissions Counselor & Administrative Assistant**May 1993-Jan. 1996**

Office of Admissions/Graduate College-GMAP (Graduate Minority Assistantship Program)
 Iowa State University, Ames, IA

- Provided academic counseling and consulting of prospective high school, transfer, and adult students, and parents
- Developed follow-up correspondence for undergraduate students and their parents about various educational concerns
- Provided information sessions on admissions to ISU and provide campus tours
- Conducted minority student retention and recruitment research, to develop successful recruitment plan
- Assisted in development and writing of a successful grant proposal (McNair Grant)

PUBLICATIONS

Byrd, C.D. & Williams, R.S. (**May 2021**), Academic Pipeline Programs: Diversifying Pathways from the Bachelors to the Professoriate, Lever Press, Book (<https://academicpipelineprograms.com/>)

Mason, R.S., Byrd, C.D., & Muldrow, L. (accepted chapter proposal). Using THRIVE as a Framework for Creating HBCU Success Stories. Eds. Crosby, G.B., White, K.A., Chanay, M.A., & Hilton, A.A. *Imagining the Future: Historically Black Colleges and Universities - A Matter of Survival*. Information Age Publishing

Byrd, C. (Fall 2016) Innovative Strategies to Diversifying the Professoriate: Resources for Graduate Enrollment Management Professionals, National Associate of Graduate Admissions Professionals, "Prospectives", Quarterly Journal

Byrd, C., Clark, M. (Spring 2002) Reflections and Thoughts: Creative Recruitment in Race-Sensitive Environments: Utilizing Alternative Strategies to Promote Diversity in Graduate Education, National Associate of Graduate Admissions Professionals, "Prospectives", Quarterly Journal

GRANT WRITING EXPERIENCE

NSF-ADVANCE, Organizational Change for Gender Equity in STEM Academic Professions (Proposal)	2021
NSF-HBCU UP, STEM Undergraduate Success Ctr-Collaboration (Funded: \$8,999,935)	2020-2025
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NSF-HBCU UP, STEM Undergraduate Success Ctr, Academic Pipeline Project Collaboration (Funded; \$12,500)	2019
Text and Academic Authors Association, Publication Grant (Funded: \$472.50)	2019
Ronald E. McNair Post Baccalaureate Achievement Program (Proposal)	Spring 2017
National Assoc. of Grad. Admissions Professionals-Enrollment Mgt. Research Grant (Funded: \$2,500)	Spring 2015
Peach State Louis Stokes Alliance for Minority Participation-NSF Grant Program: Interim and Annual Report (Successful for 2 nd year Funding: \$1,000,000)	Fall 2006
National Science Foundation-Letter of Support for grant proposal: “Euglenoid Project II” from the Center of Ultrastructure Research (Dr. Mark Farmer)	Spring 2003
National Science Foundation-Letter of Support for grant proposal: “Functional Identification of Genes for Pectin Biosynthetic Enzymes” (Dr. Debra Mohnen)	Winter 2002
Council of Graduate Schools/Petersons Inclusiveness Grant, Research Assistant, Co-Author	Spring 2001
Ronald E. McNair Post Baccalaureate Program, Research Assistant	Fall 1994

CONFERENCE PRESENTATIONS AND SPEAKING ENGAGEMENTS

- “Mobilizing Georgia State University: Response to Protests in the Cradle of the Civil rights movement” – National Association of Diversity Officers in Higher Education Conference, Virtual (March 2021)
- “Time for Change: Racial & Social Justice Here & Now” – Virtual Town Hall with Ambassador Andrew Young and Dr. Curtis Byrd. Hosted by Georgia State’s Andrew Young School of Policy Studies (July 2020)
- “Academic Pipeline Project: Best Practices of URM Pathway Programs” – National Association of Diversity Officers in Higher Education Conference, San Diego, CA (March 2020)
- “Academic Pipeline Programs, Diversity Series” – Psi Chi International Honors Society, Webinar (September 2019)
- “HBCU STEM-US Center & Academic Pipeline Project Collaboration” – HBCU STEM-US Center & HBCU Collaboration for Excellence in Educational Quality Assurance (CEEQA) Conference, Atlanta, GA (July 2019)
- “National Academic Pipeline Programs Panel Discussion” (Lead Discussant) – SAEOPP National McNair Conference, Atlanta, GA (June 2019)
- “Best Practices in Minority Faculty Recruitment and Retention Panel Discussion” – Association of American Colleges & Universities, Atlanta, GA (January 2019)
- “Leveraging Leadership-Relevant History and Responsible Interventions for Educational Transformation and Inclusion”- Center for Social Transformation and Leadership, Seattle University, Seattle, WA (November 2018)
- “Responsible Organizational Change-History & Inclusion in the 21st Century”- Jamestown, LLC, Atlanta, GA (August 2018)
- “Black Students, College Choice and HBCUs – Enrolling the Next Generation”- Penn Center for Minority Institutions (May 2018)
- “Pipeline Programs and the Importance of Diversity and Inclusion-Panel Discussion”- American Studies Association Conference Chicago, IL (Nov. 2017)
- “Diversity in Higher Education and Faculty Diversity-Panel Discussion”-with Dr. Julianne Malveaux, Black Doctoral Network Conference, Atlanta, GA (October 2016)
- “Innovative Strategies to Diversifying the Professoriate-Resources for Graduate Enrollment Management Professionals” National Association for Graduate Admissions Professionals (NAGAP), Nashville, TN (April 2016)
- “Transitioning into Graduate School” Workshop, SAEOPP National McNair Conference, Atlanta, GA (June 2012, 2013, 2015, 2018)
- “Tips for Preparation for Graduate Study and Goals in Life”, Peach State-Louis Stokes Alliance for Minority Participation (PSLSAMP), Banquet-Keynote Speaker, Athens, GA (December 2011)
- “Strategies in Recruiting & Retaining Diverse Graduate Students”, New Graduate Admissions Professionals Meeting National Association of Graduate Admissions Professionals (NAGAP), Las Vegas (July 2011)
- “Finding Your Purpose and Tips for the Next Step in your Life”, National Society of Collegiate Scholars Award Ceremony,

Keynote Speaker, University of Florida, Gainesville, FL (October 2010)

“A McNair Directors Guide: Support Programs for Incoming Graduate Students”, Council for Opportunity in Education Annual Conference, San Diego, CA (September 2010)

“How to Use McNair & Other Graduate Preparatory Programs to Increase Diversity Among Your Doctoral Students”, National Association of Graduate Admissions Professionals (NAGAP), San Francisco, CA (April 2010)

“Pre-Conference Institute-“Creative Strategies in Recruiting & Retaining Diverse Graduate Students”, National Association of Graduate Admissions Professionals (NAGAP), San Francisco, CA (April 2010)

“McNair Orientation-Conference Etiquette and Preparedness”, Compact for Faculty Diversity-Institute on Teaching and Mentoring, Tampa, FL (October 2008, 2009, 2010)

“McNair 1989 to 2009, from 14-185: Where do we go from here?”-Convened and chaired national pre-conference meeting among National McNair directors, Council for Opportunity in Education Annual Conference, San Antonio, TX (September 2009)

“Transitioning to College” Workshop and Keynote Address to Georgia State Boys & Girls Club, Athens, GA (May 2007)

“Pre-Conference Workshop on Prep for Graduate School and Professional Conferences”, SAEOPP UTK-Ronald E. McNair National Scholars Research Conference, Knoxville, TN (June 2007)

“Legal Challenges to Access and Opportunity in Higher Education, SAEOPP UTK-Ronald E. McNair National Scholars Research Conference, Knoxville, TN (July 2005)

“A Magnificent Collaboration: the Dream Team Presents Strategies for Professional Success,” National Association for Graduate Admissions Professionals (NAGAP), Chicago, Ill (April 2005)

“Applying to Graduate School the Do’s and Don’ts,” Florida/Georgia Louis Stokes Alliance for Minority Participation (LSAMP) Conference, Tampa, FL; Orlando, FL, Miami, FL (Jan. 2003, 2004, 2005)

“Effective Tactics in Applying to Graduate School,” Houston LSAMP Conference, San Marcos, TX (July 2002)

“Creative Recruitment in Race-Sensitive Environments: Utilizing Alternative Strategies to Promote Diversity in Graduate Education,” National Association of Graduate Admissions Professionals (NAGAP) Conference, Scottsdale, AZ (Apr. 2001)

WEBINARS

Byrd, C.D., Mason, R.S. (2021, May). Sustaining STEM Students Women, Minorities, and Persons with Disabilities Day Event. SAGE Publishing.

Byrd, C.D., & Mason, R.S. (2021, June). Positioning URM Students for College: Best Practices of Precollegiate Pathway Programs. SAGE Publishing.

Byrd, C.D., & Mason, R.S. (2021, July). Transitioning from Bachelors to the Professoriate: College and Graduate Pipeline Programs. SAGE Publishing.

Byrd, C.D. (2021, July). Future of education research at the Institute for Education Sciences.

Byrd, C.D., & Mason, R.S. (2021, September). Leveraging academic pipeline programs into the professoriate: How institutions model and promote pathway initiatives. SAGE Publishing.

LEADERSHIP AND SERVICE

GSU Racial Equity & Diversity Task Force Consultant	2020-Present
Georgia Chief Diversity Officers Think Tank	2020-Present
SAEOPP National McNair Conference Co-Chair	2008-2021
CAU Graduate Enrollment Task Force Chair	Spring 2017
CAU Graduate Student Alliance (GSA) Advisor	2015-2019
University of Missouri-Mizzou Colleagues to Campus Forum-Dialogues on Diversity	June 2016
Regional McNair Director Representative for national McNair advisory board (appointed-COE)	2007-2011
Georgia State University-Undergraduate Research Advisory Board	2007-2009
National Association of Graduate Admissions Professional Conference Planning Committee	2005-2006
The University of Georgia Committee of Graduate Recruitment and Retention	2000-2005
UGA Center for Undergraduate Research Opportunities (CURO) Advisory Board	2002-2006
Vice President of Black Faculty and Staff Organization of UGA	2003-2004

UGA African American Culture Center Advisory Board
UGA Office of Institutional Diversity Steering Committee

2001-2002
2001-2002

RELEVANT TECHNOLOGY EXPERIENCE

Ellucian-Banner Administrator & Evisions-ARGOS Reporting System Administrator
Hobsons & Fire Engine Red Customer Relations Management Systems
ApplyYourself & Student Information Systems (SIS) Databases

PROFESSIONAL MEMBERSHIPS

National Center for Faculty Development and Diversity (NCFDD)	2017-present
National Association of Diversity Officers in Higher Education (NADOHE)	2012-present
Georgia Association of Diversity Officers in Higher Education (GADOHE)	2020-present
Georgia Association of International Educators (GAIE)	2011-2019
National Association of Graduate Admissions Professionals (NAGAP)	1999-2019
Council of Graduate School (CGS)	2000-2007
National Black Graduate Students Association (NBGSA)	1998-2005
Society for the Advancement of Chicanos & Native Americans in Science (SACNAS)	1997-2005
National Association of Student Personnel Administrators (NASPA)	1993-1996