

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

Academic Pipeline Project, LLC

July 2020-Present

CEO & Co-Founder

Atlanta, GA

- Coordinate DEI assessments and evaluate institutional & non-profit DEI initiatives
- Developed DEI assessment tool (THRIVE Inventory-<https://academicpipelineproject.com/>)
- Create partnerships, contract and collaboration with institutional DEI leadership
- Create presentation and proposals to work with various clients
- Coordinate frequent meetings with business and clients

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

Special Advisor to the Provost & Sr. Director on Diversity, Equity and Inclusion *January 2020-October 2022*

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

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 (Funded: 1 million)	2022
NSF-HBCU UP, STEM Undergraduate Success Ctr-Collaboration (Funded: \$8,999,935)	2020-2025
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

“Leveraging Academic Pipeline Programs to Support Your Transition to Becoming Faculty” – SREB Institute on Teaching and Mentoring, Atlanta, GA (October 2022)

“Demystifying Faculty Diversity: Using Academic Pipeline Programs to Overcome System Barriers to Recruitment and Retention” – National Association of Diversity Officers in Higher Education Conference, San Diego, CA (March 2022)

“Traditional, Non-Traditional, and Alternate Publishing Outlets” Panelist Discussion, Annual McKnight Fellows’ Meeting, Tampa, FL (November 2021)

“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	2001-2002
UGA Office of Institutional Diversity Steering Committee	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