

Rickey D. Frierson, PhD

PROFESSIONAL SUMMARY

A champion for diversity and inclusion strategic objectives, planning, and implementation, seeking a senior-level executive position to oversee diversity and inclusion processes, programs, and initiatives for an institution or organization looking to capitalize on internal and external talents to better position the institution to be an exemplar in diversity and inclusion.

EDUCATION

UNIVERSITY OF HOUSTON

Doctor of Philosophy in Higher Education Leadership and Policy Studies

Graduated Spring 2019

Advisor: Dr. Lyle McKinney

FRIENDS UNIVERSITY

Master of Science in Organization Development

Graduated May 2013

Advisor: Dr. Jim Maddox

KANSAS STATE UNIVERSITY

Bachelor of Science in Business

Major: Business Management/Entrepreneurship

Minor: Leadership Studies and Programs

Graduated May 2006

TECNOLOGICO DE MONTERREY (Cuernavaca, Mexico)

International Study Abroad Program

Global Business and Marketplace

Spring 2005

CORE COMPETENCIES

Diversity and Inclusion Programming

Cultural Competence

Strategic Planning

Community Outreach

Assessment and Evaluation

Succession Planning

Organizational Development

Program Management

Multicultural recruitment (faculty/students)

PROFESSIONAL EXPERIENCE

Director of Diversity and Inclusion

Colorado State University-Warner College of Natural Resources

August 2019 to present

- Manage partnerships with HBCUs and Tribal colleges to enhance advanced degrees earned among underserved communities.
- Co-chair the Equity & Inclusion Network a committee of all diversity officers on campus to examine strategies and strengthen communication between academic and service units on campus.
- Member of the Dean's executive cabinet as the lead expert responsible for diversity, equity, and inclusion (DEI) strategies, issues, and outreach.
- Manage and developed Warner College's Diversity and Inclusion in Natural Resources minor, which is the first ever type of minor for the college.
- Implemented a new protocol to help college personnel report micro-issues of diversity and inclusion to address incidents before a major incident occurs. The protocol also identifies and informs how specific personnel should respond to a particular issue based on the level of the incident. The use of this protocol provides an early warning system to the Dean of the college of potential issues that may arise if not dealt with immediately while also informing key personnel how to respond proactively to such issues.
- Strategized and cultivated a partnership with historically black universities (Tuskegee & Alabama A&M University) to help underrepresented students pursue advanced degrees in the field of natural resources.

- Responsible for the college's overall strategic planning, training, recruitment & retention, and programmatic efforts of five academic departments and eight research centers/institutes. Improving overall college environment and shifting the ideology from representational diversity to transformational diversity.
- Developed a "Faculty Toolkit" which is a guide for hiring managers on how to diversify a faculty search and how to highlight Colorado State University and Warner College through a comprehensive and culturally competent perspective.
- Constructed new team initiatives to research and address underlying issues present within the college. These actions teams have led to new trainings, policies, and protocols to educate personnel on how to address diversity and inclusion issues.
- Enhanced diversity principles by establishing a "Lunch and Learn" series around advancing diversity, equity, and inclusion efforts for faculty and staff.
- Executive Editor for our Diversity Digest Newsletter publication.
- Direct, edit, and manage "Untold Stories" a publication to provide hidden histories and counter-narratives of the contributions by underrepresented peoples and communities.
- Expanded the college's community partnership by collaborating with five organizations with specific focus on diversifying the natural resource industry.
- Facilitated the construction of new faculty-based teams that focused on specific initiatives: collaboration and research opportunities with HBCUs, collaboration and research opportunities with Tribal Colleges, creating college-wide bilingual marketing and brochure materials, grants, and proposal specific to DEI initiatives.
- Implemented new innovative ideas to guide the perspective of current faculty and staff to understand the experiences of underrepresented individuals working or pursuing a degree at a predominately white institution (PWI).

Director of Human Advancement and Institutional Design

University of Houston-Clear Lake

May 2019 to July 2019

- Assessed UHCL community (528 employees) through survey instruments to understand needed areas of improvement through trainings. Results of survey findings were to initiate training in the following areas: communication, conflict management, facilitating change, and leadership development.
- Developed, constructed, and facilitated trainings based on results of campus-wide assessment survey.
- Conceptualized and established a student worker orientation training for UHCL to improve student employee work performance in preparation for workforce after graduation.
- Developed and facilitated a full day training on "communication" to improve internal/external customer services, reduce duplication of process, and resolve conflict more effectively to our Finance Division, HR Department, and Computer/Technology departments.
- Conducted conflict management training to the HR department to improve teamwork dynamic and communication on various approaches to stressful matters that occur among HR professionals.

Consultant and Certified Trainer

Aha! Process

September 2018 to Present

- Facilitate national workshops on: Emotional Poverty, African American and Minority Male Initiatives, Boys in Crisis; Bridges Out of Poverty
- Communicate with Unified School Districts across the nation to improve student success, performance, retention, persistence, and student/teacher dynamics in K-12 education.
- Provide updated research, statistics, and methods related to trending topics regarding primary education and student success in underrepresented populations.
- Facilitate workshops with administrators and educational leaders to improve teacher performance and relationship building with students.

Qualitative Researcher-Assessment and Evaluation

University of Houston - Division of Administration and Finance

September 2017 to May 2019

- Managed qualitative research projects, analyses, and findings for 18 departments across the division.
- Conceptualized a student worker orientation training for UH Administration and Finance division.
- Counseled and collaborated with senior executive administrators, directors, and department directors on strategic processes to improve institutional performance and outcomes.
- Improved processes, efficiencies, and effectiveness among institutional departments which resulted in increased satisfaction of services, enhanced community partnerships, and identifying areas of inefficiencies.
- Evaluated and analyze results from qualitative and quantitative methods.

Multicultural Faculty Recruiter Researcher-Faculty Retention, Recruitment, Equity and Diversity

University of Houston-Office of the Provost

July 2016 to August 2017

- Developed and implemented recruitment and retention strategies of minority faculty which aided in the increase of minority faculty hires in the Colleges of Engineering, Mathematics, Education, and Liberal Arts.
- Created a database to form pipeline relationships with peer institutions to help colleges find minority applicants for specified STEM fields.
- Produced customized minority recruitment packages for individual colleges within the University of Houston system.
- Specialized in recruitment and retention strategies which identified specific marketing techniques for minority faculty.
- Benchmarked campus climate and faculty profiles of peer institutions to assess areas of development for University of Houston.

Program Coordinator and Researcher

University of Houston –Asian American Studies Center

August 2015 to July 2016

- Examined academic issues in higher education involving internationalization, globalization, study abroad, and international comparative of cultural centers and ethnic study programs.
- Analyzed national datasets to formulate and test hypothesis to improve future collaborations of cultural studies program domestically and abroad.
- Evaluated methodologies and literature to identify potential gaps or voids of Asian American studies that can be fulfilled through further research.
- Marketed program and center resources to campus community and assessed better ways to encourage involvement with center's events.

Inclusion and Diversity Chair

Butler Community College

August 2013 to August 2015

- Developed and implemented an institutional diversity and inclusion long-term strategic plan and objectives to align with institutional mission.
- Managed action teams for inclusion plans and objectives total direct reports 15 individuals.
- Oversaw the well-being and diverse cultural college experience of 10,000 students and 600 staff and faculty members.
- Facilitated the implementation of a diversity training for faculty and staff.
- Constructed a diversity survey for incoming and exiting students.
- Constructed diversity training for faculty.
- Supervised and oversaw city-wide high school's minority recruitment and admission efforts for Butler Community College, which led to the increased enrollment and better relationships with our public schools.
- Presented at state conferences about diversity strategies to create a better yield for student retention.
- Presented and spoke at seminars, colleges, and local schools about cognitive behavioral and multi-cultural issues.

Associate Consultant

Wichita State University

October 2012 to August 2015

- Consulted with multiple community organizations with organizational development, strategic planning, and specifically crafted mission and vision objectives.
- Aided in strategy and marketing to help organizations acquire new growth and market share.
- Consulted with city youth advocacy groups on sustainability of positive youth involvement through long-term objectives.

Independent Living Director

Sedgwick County - COMCARE

July 2007 to August 2012

- Founded and directed all operations and procedures of the Independent Living Group for Sedgwick County-COMCARE.
- Mediated dilemmas with families, juveniles, and inmates as well as resolved potential crisis issues on a county and city level.
- Trained new employees on the roles and duties of a Transitional Age Specialist.
- Developed and crafted the new employee manual for new case managers working for Sedgwick County-COMCARE.

LEADERSHIP EXPERIENCE

Co-Chair of Colorado State University's Equity and Inclusion Network (Nov. '21-present)

Facilitate discussions and strategize to improve collaboration and standardized approach around diversity, equity, and inclusion efforts for the university.

Member of Colorado State University's Student Success Initiatives Committee (Aug. '21- present)

Review, explore, and leverage university resources to become more efficient in increasing student retention and persistence while closing equity gaps among student demographics.

Member of Colorado State University Inclusive Excellence Leadership Committee (Aug.'21- present)

Advise and counsel Colorado State University on strategic recommendations for creating a more inclusive and centralized coordination of resources to enhance equity and inclusive-minded campus community.

Member of Colorado State University's Presidential Task Force on Campus, Community and Personal Safety (Jun. '20-May '21)

Advised and counseled Colorado State University on recommendations for CSU PD policing measures and economic resources for the campus community.

Board Member of Backpackers, LLC. (Nov. '19-present)

Committed towards the long-term goals, strategies, and objective of the organization to improve outdoor recreation with underrepresented communities and families.

Inaugural Council Member of the University of Houston's Dean of Students Leadership Council (Aug. '17-Aug. '18)

Implemented brand, purpose, and identity of new student council to enrich student academic and social experiences.

Vice President-College of Education Graduate Student Organization (Apr. '16-Apr. '17)

Facilitated and managed projects and programs to enhance graduate communities in the College of Education.

Board Member of the African American Coalition (Dec. '12-June '15)

Developed and brainstormed projects and programs to enhance local underrepresented communities

Chair of Butler Community College- Inclusion Council & Outreach Connection Committee (Sept. '12-August '15)

Implemented new diversity and inclusion strategic goals for the college to recruit a more diverse campus

Advisor of Hispanic American Leadership Organization & Black Student Alliance (Sept. '12-August '15)

Advised and guide Hispanic and African American students in leadership and community development initiatives

Director of Alpha Esquire Male Minority Mentoring Program (Aug '10-Aug '15)

Counseled, managed, and advised the operational proceedings for the community program to aid underserved minority males towards a path of student persistence and success.

Kansas Leadership Center Fellow (March '12 – May '13)

Educated and facilitated leadership principles and competencies for the State of Kansas.

Council Member of New Frontiers Council (March '09-December '10)

Oversaw program direction on a city and county level for social work programs

Director for Sedgwick County Independent Living Group (Aug. '07-September '12)

Facilitated and supervised staff and transitional age youths in a group setting for a county rehabilitation program

CONSULTING EXPERIENCE

Ent Credit Union

Diversity strategic planning (2021)

Estes Park, CO Rotary Club
Strategic planning and community networking in underrepresented locations (2021)

Fort Collins, CO Rotary Club (2021)
Strategic planning and community networking in underrepresented locations (2021)

Southwest Mission Glenn
Organizational Development, Strategic Planning, and Communication efficiency (2017)

Wichita Urban Professionals
Strategic Planning and Organizational Development to increase membership of diverse professionals in city of Wichita (2014)

Chapel Hill Church
Developing Engagements and Listening Sessions toward increasing participation in organizational efforts (2013, 2014)

Zoomlion LTD Ghana, Africa – *International Consulting*
Succession planning and Communication (2013)

State Beauty Supply
Communication development, Teamwork implementation strategies (2012)

PROFESSIONAL SPEAKING EXPERIENCE

Colorado State Diversity Symposium
CSU Inspire Presenter- P.E.A.R.L.s of Wisdom (2021)

Rotary of Fort Collins- Fort Collins Rotary on Brand?
What does Rotary of Fort Collins mean to underrepresented communities and how can the Rotary improve collaborations (2021)

Rotary of Fort Collins- Civil Behaviors: A Dialogue with Police and Communities of Color Pt. 1 & 2
Transparent discussion with Fort Collins Chief of Police- Jeff Swoboda (2020)

International Conference on The Education of Disadvantaged Students: Reflections and Prospects {Taiwan}
Diversity Integration: The Effective Strategy to Enhance Students' Academic Success in Higher Education (2016)

The International Conference on Business Intelligence, Computer Science, and Education
Stereoscopic Education (2016)

KACRAO Summer Drive-In
How to find peace and relaxation in the workplace (2015)

Metropolitan Community College
Methods of Multi-Cultural Recruiting (2015)

Kansas & Missouri Summit on Access, Completion, and Persistence (Regional)
Multi-Cultural Recruitment (2014)

Butler Community College
Modes of Diversity (2014)

Hispanic American Leadership Organization

P.E.A.R.L.s of Wisdom (2013)

Tilford Conference (State of Kansas)

Sowing Seed of Diversity at Community Colleges (2013)

Bombardier Learjet

Teamwork Build and Adapting to Change (2013)

Evangelism Bootcamp

Affirmation and Spiritual Purpose of Giving (2012)

Parent University

Parent/Child Relationships and Academic Success (2012)

Links Leadership Conference

Dating a wolf in Sheep Clothing: The Importance of Attitude (2012-2014)

Butler Community College

Black History Month Keynote Speaker: What is your Purpose? (2012)

Sedgwick County COMCARE

Leadership of Self (2010-2012)

USD 259 Public Schools

Do not Quit/Affirmation (2010,2013,2014)

Urban League- Sisterhood & M.A.N.

Do not Quit/Affirmation (2010-2011)

Benedictine College

Leadership of Self (2007)

Atchison High School Commencement

Let Go, Go Out! (2007)

CONFERENCE PRESENTATIONS

Biennial Conference on University Education in Natural Resources (March 2020) Missoula, MT

Designing inclusive pathways through the tough terrains of Natural Resources: Recognizing and overcoming the perceived barriers to inclusive mindedness

National Association of College Auxiliary Services (October 2018) Orlando, FL

An Assessment of Student Worker Training Program Development Module

Nursing Education Conference (August 2018) Pearland, TX

Leadership of Self: Managing Self through the trails of Life and Education

Activate: Conference for Leadership Developers (June 2018) Wichita, KS

Multi-Cultural Theories for Higher Education Leaders

Ethnographic and Qualitative Research Conference (February 2018) Las Vegas, NV

The Role of Researcher's Program Discipline and Communicative Style in Designing a Successful Focus Group Interview: A Case Study

Southwest Educational Research Association (February 2018) New Orleans, LA

Understanding Flexible College Instruction in the Time of Natural Disaster: Students' Perspectives in the Case of Harvey

Association for the Study of Higher Education (November 2017) Houston, TX

Chaired Session: Exploring Equitable Outcomes of Post-Secondary Praxis- (College Success and outcomes)

Discussant: Better understanding and empowering often overlooked student populations (College transition and experiences while in college)

American Educational Research Association (April 2017) San Antonio, TX

Principal Retention: An Analysis of Retention in the 2010 Principal Cohort-Division A, Section 5: Leadership Development

Understanding Culture Studies Centers and their role in the improvement of diversity in American education-Division G, Section 2: Studies of diversity and variation with social contexts of education

Council for the Study of Community Colleges (April 2017) Fort Worth, Texas

Poster Session. Chief Diversity Officers' Impact on Diversity and Inclusion at Community Colleges

Chaired Session: Research with Men of Color- Part I

The Consortium of State Organizations for Texas Teacher Education (October 2016) San Marcos, TX

Paper Session. Understanding Educator Retention in Texas and Its Impact on Policy

International Conference on The Education of Disadvantaged Students: Reflections and Prospects (October 2016) Taipei, Taiwan

Presentation. Diversity Integration: The Effective Strategy to Enhance Students' Academic Success in Higher Education

The International Conference on Business Intelligence, Computer Science, and Education (February 2016) The Woodlands, TX

Presentation. Stereoscopic Education

PROFESSIONAL DEVELOPMENT AND MEMBERSHIP

National Association of Diversity Officers in Higher Education (NADOE)- Standards of Professional Practice Institute (2020-2021)

Member of NADOHE since 2012

BOOK REVIEWS

Review of *Powerless to Powerful: Leadership for School Change* by Charles Salina, Suzann Girtz & Joanie Eppinga, Teachers College Record, www.tcrecord.org/ContentCollection.asp?cid=19

BOOK CONTRIBUTIONS

Payne, R (2018). Emotional Poverty in All Demographics: How to Reduce Anger, Anxiety, and Violence in the Classroom

RESEARCH AND SCHOLARSHIP

My research interest is centered on institutional accountability and effectiveness in minority male success and completion at predominantly white public institutions. I seek to identify the positive contributing factors of institutions that yield high success for minority males and determine if such factors are transferable to other institutions. Furthermore, my research seeks to identify the experiences, skillsets, and core competencies needed by executive higher education leaders to meaningfully advance diversity and inclusion efforts at predominantly White institutions (PWIs). My research will enlighten administrators to the needed competencies, skillsets, and experiences needed to execute their role and function more efficiently.

TEACHING EXPERIENCE

Colorado State University- Instructor

Spring 2022

NR 140- Diversity and Inclusion in Natural Resources

KEY 192C-12-Key Community on Sports, Culture, and Community

Fall 2021

KEY 192C-12- Key Community on Sports, Culture, and Community

Spring 2021

KEY 192C-12- Key Community on Sports, Culture, and Community

Fall 2020

KEY 192C-12- Key Community on Sports, Culture, and Community

University of Houston Clear Lake-Guest Lecturer

Fall 2018

NURS 3309-Role transitions in nursing

University of Houston-Guest Lecturer

Fall 2017

ELCS 6338-American Higher Education

University of Houston-Teaching Assistant

Fall 2017

ELCS 7330- Administration of Higher Education

Butler Community College

Summer 2013, '14, Fall '14, Summer '15

CRN 9158 – Student Connect Orientation (24 students)

CRN 9157 – Student Connect Orientation (17 students)

CRN 9183 – Student Connect Orientation (6 students)

CRN 15284 – Student Connect Orientation (23 students)

CRN 15287 – Student Connect Orientation (49 students)

CRN 15439 – Student Connect Orientation (46 students)

CRN 9179 – Student Connect Orientation (18 students)

CRN 9166 – Student Connect Orientation (29 students)

PUBLICATIONS

Frierson, R., Templeton, T., Mata, S. (2017). An analysis of retention in the 2010 principal cohort in Texas. *INSIGHT: Texas Association of School Administrators Professional Journal*, 13-18.

Barth, D., Eaton, E., Ecklund, R., **Frierson, R.**, Maddox, J., Odhiambo, R. & White, D. (2016). Creating Sustainable Engagements: Lessons Learned While Consulting in Ghana. *Organization Development Journal*, 34(2), 45.

EDUCATIONAL TRAININGS AND DATA WORKSHOPS

Unconscious Bias in Natural Resources Spring 2021

Bystander Intervention Spring 2021

Picture A Scientist Symposium: Uncovering Sexual Harassment and Gender Discrimination in STEM fields Spring 2021

Field Safety, Harassment and Discrimination Spring 2021

Preparing for Field and Lab Experiences: Protocols and communication to prevent crises Spring 2021

Hosted with Dr. Fernandez- Data Workshop for Master's and Doctoral Students in Higher Education Spring 2018

Hosted Research Symposium as Vice President-College of Education Graduate Student Organization Spring 2017

ACADEMIC SERVICE

Student Success Strategic Initiatives (Fall 2021)

Inclusive Excellence Leadership Committee (Fall 2021)

CSU President's Police and Community Taskforce (Fall 2020)

Member of CSU's Equity and Inclusion Network (Fall 2019)
Member of CSU's Administrative Professionals Council (2020-21)
Rams Read Committee Member (2021)
Assessment Group for Diversity Issues (2019)
Graduate Representative for Grievance Committee (Spring 2018)
Conference Volunteer at National Conference of Black Scholars in Houston, TX (Fall 2017)
Coordinate New Faculty Orientation at University of Houston (Fall 2017)
Developed quality survey of new faculty Orientation
Graduate Representative for Grievance Committee (Spring 2016)

COMMUNITY ENGAGEMENT

Colorado Energy Research Collaboratory Speaker Series (2020)
Board Member Colorado Backpackers (2019)
Session Committee for Texas Higher Education Symposium (2016)
Mentor at Achievement Initiative for Minority Males Luncheon (2016)
Program Committee for Poster Workshop at University of Houston's Diversity Institute (2016)
Founding member of University of Houston's College of Education Graduate Student Organization (2015)
Kansas Association of Collegiate Registrars and Admissions Officers (KACRAO) Summer Drive-In Planning Committee (2015)
Member of Wichita's Young Black Professional Networking Group (2014)
Kansas Association of Collegiate Registrars and Admissions Officers Executive Committee member (2014)
Advance Kansas Fellow-Diversity Enrichment program (2014)
Kansas Leadership Center Fellow (2012)
African American Coalition Board Member (2012)
Diversity Certification (2012)
Member of the Mayor's Homeless Youth Resolution Committee in Wichita. (2011-2012)
Member of the Wichita Redevelopment and Research Committee (2010-2011)
Project Leader for Youth Impact Community Clean & Rehabilitation Program (Summer '10)
Member of Real Men Real Heroes Program (2009)

PRODUCTS AND SERVICES

Warner College of Diversity and Inclusion Annual Report (2020,21,22)
Faculty Toolkit guide to diversifying faculty hiring for Warner College of Natural Resources (2019)
Qualitative Assessment reports for institutional departments (2018)
Underrepresented faculty recruitment strategy and regional pipeline plan (2017)
Higher Education Excellence in Diversity (HEED) Award Press Release (2016)
University of Houston Faculty Recruitment Flyer (2016)
Asian American Center Open House Flyer (2016)
Asian American World Café Data Collection Event (2016)
Study Abroad Interest Form and Questionnaire for Asian American Studies Center (2016)
Formation of Diversity Statement at Butler Community College (2014)
Evaluation and selection of Diversity Training software for faculty at Butler Community College (2013)
Alpha Esquire Program Curriculum and Resources (2009)