

# Tim Herd

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## Education

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University of California, Los Angeles **September 2021 – Present**  
Doctor of Philosophy (PhD): Higher Education & Organizational Change  
Cumulative GPA: 3.9/4.0

University of Pennsylvania **May 2020 – May 2021**  
Master of Science in Education (M.S.Ed.): Higher Education  
Cumulative GPA: 4.0/4.0

Michigan State University (MSU) **September 2015 – December 2019**  
Bachelor of Arts: Elementary Education  
Cumulative GPA: 3.49/ 4.0  
Major GPA: 3.71/4.0

## Research Experience

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Understanding Black UCLA Student Response to Proposition 209 **Sept. 2022 - Present**  
Principal Investigator | Los Angeles, CA

- Developed project examining the ways in which 10 Black UCLA alumni responded to proposition between 1995-2002 through their interaction with administration and UC Board of Regents

Examining White K-12 Suburban School Districts Response to CRT & Anti-Blackness **Sept 2021 - May 2022**  
Principal Investigator | Los Angeles, CA

- Developed project examining the role of 3 school board members in influencing policy focused on increasing diversity and addressing anti-Blackness within majority white school district

Black Borrower Debt **May 2021- September 2021**  
Research Assistant | Virtual

- Coded 100 interviews and gathered themes that contributed to the production of a report about Black college students navigating debt from institutions nationwide

Who's On the Board Anyway? **January 2021 – May 2021**  
Principal Investigator | Virtual

- Conducted research analyzing the network of board of trustee members at the University of Pennsylvania
- Collaborated with former Executive Vice Chancellor for Pennsylvania State System of Higher Education (PSSHE) to provide in-depth detail about connection between UPenn trustees and affiliation with

MSU Summer Research Opportunity Program (SROP), East Lansing, MI **May 2018 – July 2018**  
Summer Scholar

- Developed evaluation model that measure the impact of an organization, InnovateGov, on the city of Detroit and the students associated with the program
- Examined how students made meaning of service learning and diversity

MSU Department of Teacher Education, East Lansing, MI **January 2017 – May 2018**  
Co-Researcher

- Collaborated with Dr. Chezare Warren and gathered quantitative data for research on teacher's empathy on students of color, will be published the Spring of 2019
- Presented research at 2018 MSU Undergraduate Research Forum (URAF) and received first place award

MSU Department of Teacher Education, East Lansing, MI **July 2017 –September 2018**  
Co-Researcher

- Collaborated with Dr. Dorinda Carter-Andrews and Melissa Gutwein
- Conducted research on school discipline on students of color, will be published this fall
- Analyzed the gathered qualitative data and created codebook to make distinctions on specific topics
- Expected to be published in Spring 2020

MSU Summer Research Opportunity Program (SROP), East Lansing, MI **May 2017 – July 2017**  
Summer Scholar

- Developed research project focused on closing the opportunity gap for Black Males in K-12 education
- Designed and presented research poster at Mid-Michigan Symposium for Undergraduate Research
- Participated in rigorous 10-week graduate school preparation program that prepared us for the academic rigor and sacrifice necessary to be successful post-undergrad

MSU Department of Teacher Education, East Lansing, MI **July 2016 – May 2017**  
Summer Undergraduate Researcher

- Piloted research project to collect data on what students of color anticipate they will experience at a predominately White institution with assistance from Dr. Terry Flenbaugh
- Presented gathered information at the MSU Undergraduate Research Forum in 2017

## Publications

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### **Published**

Warren, C.A., & **Herd, T.** (2022). Perspectives on Teacher Empathy with Diverse Learners. Routledge.  
<https://doi.org/10.4324/9781138609877-REE139-1>

### **Manuscript**

**Herd, T.** Choosing Your Role Models Wisely Men to Men (Accepted)

**Herd, T.** Understanding Black UCLA Student Response to Proposition 209

Warren, C.A., Wellborn, C.P. **Herd, T.** Teacher Beliefs about Race, Empathy, and Black Boys: REDACTED 2.0

### **Op-Eds**

**Herd, T.** (2023). *How past opposition to Proposition 209 informs today's affirmative action fight (opinion)*. Daily Bruin. <https://dailybruin.com/2023/08/27/op-ed-how-past-opposition-to-proposition-209-informs-todays-affirmative-action-fight>

**Herd, T.** (2021). *Growing up as a Black Male Student in White Suburbia: What I learned (commentary)*. Brookings Institute. <https://www.brookings.edu/articles/growing-up-as-a-black-male-student-in-white-suburbia-what-i-learned/>

## Postsecondary Teaching

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Michigan State University  
Undergraduate Courses

January 2020 – May 2020

ISS 315 Masculinity, Leadership, and Fraternities  
Co-Teacher/Research Assistant

- Developed position to reconceptualize framework of this course by developing a more culturally relevant syllabus
- Facilitated weekly hour-long conversation to 19 fraternity men about histories of European confraternities while examining the role of masculinity shaping American NPH and IFC fraternities
- Conducted exploratory survey analyzing fraternity men's perception of masculinity and leadership before and after study abroad to Barcelona

## National and International Conference Presentations

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**Herd, T.** (2023). Understanding Black UCLA Students Response to Proposition 209. PowerPoint Presentation presented at the Black Doctoral Network Conference annual meeting. Atlanta, GA

Warren, C.A, **Herd, T.**, & Presberry, C. (2020). *Operationalizing the Application of Empathy in Student-Teacher Interactions with Young Black Men and Boys*. Paper presented at the American Educational Research Association annual meeting. San Francisco, CA. (Conference Canceled)

**Herd, T.** (2019). *The Utility of Empathy in Culturally Responsive Interactions with Young Black Men and Boys*. Poster Presentation presented at the American Educational Research Association annual meeting. Toronto, ON

## Invited Professional Development Consultancies

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Posse Foundation | New York, NY (Virtual)

November 2022 – Present

Independent Contractor/ Retreat Facilitator

- Co-facilitate Posse Plus Retreats for Posse scholars, staff, & faculty at different Posse-affiliated universities across the country

North Carolina State University, Raleigh, North Carolina

June 2019 – November 2022

Independent Contractor/ Mentor Developer

- Developed mentorship training model used for mentors and mentees engaging in this e-mentoring program for undergraduate mentors at North Carolina State University and mentees in rural Raleigh K-12 school system

Wondermind, Los Angeles

April 2022 – July 2022

Independent Contractor/ Creative Consultant

- Developed curriculum, reports that assisted in destigmatizing the topic of mental health

Michigan State University  
Independent Contractor/ Professional Aide

January 2020 – May 2020

- Analyzed MSU student success programs while offering practical ways on improving different areas of the program to increase retention of students through peer-to-peer mentorship
- Developed literature reviews on student success programs and mentoring initiatives around other Research I Institutions and Public Flagship Universities that increased retention and persistence of marginalized students

Career Training Camp, Lansing, MI  
Independent Contractor/ Coach

June 2019 – March 2020

- Empower high school students through motivational activities and coaching to develop and enhance their skills and prepare them for job opportunities

## Keynote Addresses/Invited Speeches

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### Keynote Addresses

Midwestern Regional Leadership Development Institute (August 2019). East Lansing, MI  
Keynote Address: **The Importance of Sustainable Mentorship**

Turning Point of Lansing (March 2019). Lansing, MI  
Keynote Address: **The Power of Service**

Michigan State Graduate Leadership Academy (January 2019). East Lansing, MI  
Keynote Address: **Congruent Leadership**

Michigan State Graduate Leadership Summit (November 2018). East Lansing, MI  
Keynote Address: **Finding Your Path: Developing Leaders**

### Invited Speeches

State Side Radio Interview (November 2018)  
Invited Speech: **Background about Rising Black Men**

Community Conversation for Release of Handbook of Research on Black Males (November 2018)  
Invited Speech: **Why I Created Rising Black Men**

MSU Black Male Kingdom Brunch (October 2018)  
Invited Speech: **The Power of Collective Unity**

Black Male Educator Alliance Midwest Conference (October 2018)  
Invited Speech: **The Importance of Mentorship**

WKAR Sports Radio (April 2018, October 2018)  
Invited Speech: **The Role of Mentorship & Rise of RBM**

Black Male Summit Guest Speaker (April 2016, 2018)  
Invited Speech: **Black Peer-to-Peer Male Mentoring in Postsecondary Education**

## Leadership

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Drexel University Dornsife School of Public Health, Philadelphia, PA **August 2020 – May 2020**  
Student Services Coordinator

- Worked collaboratively with campus partners to create regular career and social programs for graduate and undergraduate DSPH students
- Facilitated Alumni Mentoring Program via recruitment, developing orientation, organizing social events, and creating monthly communications
- Developed relationships with all School student organizations

Rising Black Men, East Lansing, MI **August 2017 – May 2019**  
Founder/Past President

- Devised campus initiative to support Black Males college students by creating an organization that serves as a mentor program to 60 Black males at Michigan State University (MSU)
- Facilitate bi-weekly programs used to inform all members about relevant social issues
- Volunteer weekly in the East Lansing and Lansing communities while developing mentorship relationship with undergraduate students and K-12 Lansing and East Lansing students
- Train student leaders to mentor, support, and advocate for underclassmen on campus
- Established programming with Morehouse to create network of support between Black Males at a Historically Black College and Predominately White Institute

Uplift (Reading, Running, Righting), East Lansing, MI **September 2019 – May 2020**  
Founder

- Developed intimate space for 25 seniors and graduate students to meet weekly and develop fellowship through physical fitness, reflection, reading, and effective self-care practices

MSU Black Alumni Young Alumni Committee, East Lansing, MI **May 2018 – December 2019**  
Undergraduate Student Assistant

- Represent the undergraduate Black student body population at Michigan State University
- Developed event and executed event program about bridging the gap between alumni and current undergraduate students

MSU Office of Cultural & Academic Transitions, East Lansing, MI **August 2016 – May 2018**  
Intercultural-Aide

- Advocated for diversity and inclusion within MSU resident halls
- Collaborated on team of Intercultural Aides to develop programming that informed and exposed the MSU student population to different cultures and racial ethnicities
- Facilitated Round Table Discussions (RTD) about social and political conversations that challenged roughly 40 students to think critically about themselves weekly

MSU Office of Inclusion, East Lansing, MI, **September 2016 - January 2018**  
Martin Luther King Jr. Student Committee

- Assisted in the coordination of 10 MLK events
- Selected high quality speeches for Pecha Kucha presentations and created MLK shirts for the events
- Organized the campus walk of 200 + students for the 2017 and 2018 MLK Day

MSU College of Education Urban Educator Cohort Program, East Lansing, MI **September 2016 – May 2017**  
Community Relations Director

- Informed Urban Educator Cohort community about relevant issues and events within the larger MSU and East Lansing/Lansing communities

MSU College of Education Urban Educator Cohort Program, East Lansing, MI **July 2016**  
Summer Resident Assistant (RA)

- Mentored and assisted incoming freshman entering the Urban Educator Cohort Summer Program

MSU Department of Student Life, Kellogg Biological Station, Gull Lake, MI **May 2016**  
LeaderShape

- Engaged in week-long intensive program that cultivated leadership skills and qualities

## Professional Service

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UCLA Graduate School of Education & Information Sciences **September 2022 – June 2023**  
Higher Education & Organizational Change Graduate Representative

- Will attend monthly faculty meetings; plan and coordinate events; manage student communications; serve as representatives to committees and organizations; participate in HEOC admissions selection process; oversee elections; and provide peers with resources to be successful in the program

## Public Service

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Grosse Pointe Black Alumni Association **October 2023 – Present**  
President/Founder

- Developed non-profit organization for city aimed to supporting alumni, students, and families within the district through networks and resources

MSU Black Alumni, Inc. **January 2021 – Present**  
National Board of Directors

- Elected as the youngest member to ever serve on the national board of directors
- Develop programs to help increase the engagement and membership of young Black MSU alumni

The Turning Point of Lansing **November 2017 – November 2019**  
Mentor

- Assist in the facilitation of large group discussions every other Sunday for The Turning Point of Lansing program in Lansing targeted towards young Black men and boys from the 7<sup>th</sup>- 12<sup>th</sup> grade

## Honors and Awards

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- Philip N Clark Memorial Award Fall 2023
- University Fellowship (UCLA) Fall 2021
- Wasserman Dean's Award (UCLA) Fall 2021
- Graduate Dean Scholarship (UCLA) Fall 2021
- Penn GSE Merit Scholarship Fall 2020
- Dean's List (MSU) Spring 2016 – Summer 2019
- MSU 2019-20 Homecoming Court Fall 2019

- Harry S. Truman Scholar Nominee January 2019
- Grad Prep Scholar May 2018
- MSU Student Organization of the Year April 2018
- Darius Peyton Award April 2018
- First Place Undergraduate Research Forum Award April 2018
- MSU State News Article (2x) October 2017, October 2018

## Extracurricular Activities

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[Gumption Podcast](#)

2019-2021