

CONTACT



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[LinkedIn](#)

ABOUT ME

My work centers on challenging systems of power in through focus on governance, organizational culture & behavior to create more equitable outcomes for institutionally marginalized communities

TIM HERD

PhD Candidate/Creative Consultant

EDUCATION

University of California, Los Angeles **September 2021 – Present**
Doctor of Philosophy (PhD): Higher Education & Organizational Change
Master of Arts (MA): Higher Education & Organizational Change **September 2021 – June 2022**
Cumulative GPA: 3.9/4.0
Awards: *Wasserman Fellow, Graduate Dean Scholarship, University Fellow*

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

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
Awards: *Dean's List (2016-19), 2019-20 Homecoming Court, 2017-18 Student Organization of the Year, First Place Undergraduate Research Forum*

CONSULTING EXPERIENCE

Posse Foundation | New York, NY (Virtual) **November 2022 – April 2024**
Independent Contractor/ Retreat Facilitator

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

Internet Equity | Washington, DC (Virtual) **June 2022 – Present**
Independent Contractor

- Developed report to help bring awareness of the importance of digital inclusion

North Carolina State University | Raleigh, NC **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, CA **April 2022 – July 2022**
Independent Contractor/ Creative Consultant

- Develop reports, facilitate relationships, offer insights to newsletter and podcast that assist in destigmatizing the topic of mental health

SKILLS

Public Speaking
Leadership
Research
Event Planning
Social Media
Campaign Managing

RESEARCH/PROJECTS

Black Borrower Debt Project
S-TEAAM Scale Project
Black in Suburbia Project
University Governing Boards Project

PUBLICATIONS

Warren, C. A. & Herd, T. (2022). Contemporary perspectives on teacher empathy with diverse learners. In J. Liew & T. Spinrad (Eds.) *Routledge Encyclopedia on Education*.

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

Brookings Institute: [Growing up as a Black Male Student in White Suburbia: What I learned](#)

Herd, T. (2024). *Navigating Graduate School: Unwritten Rules for Success (opinion)*. Higher Education Digest. <https://www.highereducationdigest.com/navigating-graduate-school-unwritten-rules-for-success>

Michigan State University | East Lansing, MI
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

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

LEADERSHIP EXPERIENCE

Council of Urban Professionals (LA Chapter)
Fellow

August 2024 – Present

- Engage in professional development and thought leadership programming to with other early to mid-career professionals that are civically engaged in their respective communities in Los Angeles

Doctoral Student Writing Collective
Co-Founder

January 2024 – Present

- Co-facilitates weekly three-hour writing sessions twice a week for 250 graduate students from across the country
- Partner with faculty members across the country to assist in professional development of doctoral students through bi-weekly lectures
- Secured partnerships with three universities for the Fall quarter to engage in professional development

Grosse Pointe Black Alumni Association
President/Founder

October 2023 – Present

- Oversee a team of people who carry out the mission of alumni development and team-building
- Developed non-profit organization for aimed to supporting alumni, students, and families within hometown
- Developed mentorship program that pairs current students with alumni for social and academic development

Rising Black Men | East Lansing, MI
Founder/ Past President

August 2017 – August 2019

- Developed campus initiative to support Black Male college students by creating an organization that serves as a mentor program to 60 Black males at Michigan State University (MSU)
- Trained 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 (HBCU) and historically white institute (HWI)

Uplift (Reading, Running, Righting) | East Lansing, MI
Founder

September 2019 – May 2020

- 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

WORK EXPERIENCE

Drexel Dornsife School of Public Health | Philadelphia, PA
Student Services Coordinator

August 2020 – May 2020

- Worked collaboratively with campus partners to create regular career and social programs for graduate and undergraduate DSPH students

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>

- Facilitated Alumni Mentoring Program via recruitment, developing orientation, organizing social events, and creating monthly communications
- Developed relationships with all School student organizations

TEACHING EXPERIENCE

Michigan State University | East Lansing, MI January 2020 – May 2020

Undergraduate Courses

ISS 315 Masculinity, Leadership, and Fraternities

Co-Teacher/Research Assistant

- 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

SERVICE

MSU Black Alumni, Inc.

January 2021 – Present

National Board of Directors

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