

MYLENE CULBREATH, Ph.D.

SUMMARY OF QUALIFICATIONS

- Attuned advisor, thought partner, and sounding board for senior leaders advancing diversity, equity and inclusion (DEI) in higher education; specifically addressing the retention and recruitment of faculty, students, and staff from underrepresented populations
- Experienced in strategic planning and implementation, successfully connecting colleagues and communities to institutional vision
- Dedicated advocate for student success, evidenced by 13 years of equity-focused policy and programmatic development
- Recognized ability to leverage data, best practices, and influence to drive the design and implementation of enterprise-wide initiatives and assessment plans

EDUCATION

University of Georgia 05/2017
Ph.D. Education: Workforce Education Athens, GA
Research Focus: Workplace Satisfaction and Human Capital Development

Old Dominion University 08/2013
M.S.Ed. Counselor Education Norfolk, VA
Dual Concentration: Mental Health & Student Affairs

University of Virginia 05/2006
B.A. Psychology Charlottesville, VA

SELECT CERTIFICATIONS

Muma College of Business, University of South Florida 05/2021
Diversity, Equity, and Inclusion in the Workplace Certificate
Credential for the completion of a national seven-week program, designed to empower business and community leaders from across sectors to enhance climate, increase revenue, and improve performance.

Intercultural Development Inventory, LLC
IDI Qualified Administrator 09/2020
Trained and licensed to interpret intercultural development assessment and facilitate training seminars for clients in corporate, government, non-profit, and academic settings.

Gallup, Inc.
Gallup-Certified Strengths Coach 12/2019
Trained in the facilitation and interpretation of the StrengthsFinder assessment tool. Experienced in coaching teams and managers to enhance workplace climate and individual satisfaction.

University of Georgia
Certificate in Interdisciplinary Qualitative Studies (IQS) 05/2017
Advanced credential indicating an extensive knowledge of qualitative research design, implementation, and the competence to facilitate instruction.

PROFESSIONAL EXPERIENCE

College of Arts & Sciences - University of South Carolina

Columbia, SC

Vice Dean for Diversity, Equity, and Inclusion & Professor of Practice

07/2022-Present

Provide leadership and input to promote academic excellence and operational efficiency, with a focus on enhancing diversity, equity, and inclusion. Direct strategic planning and communication around issues related to optimizing institutional culture, review strategic hiring plans at the university and college-wide level, and implement programmatic policy and guidance to encourage engagement within the college and the broader off campus communities.

- Serves as liaison to the Vice President for Diversity, Equity, and Inclusion
- Represent the College on the Council of Academic Diversity Officers (CADO)

Graduate School Diversity Office - University of Minnesota (UMN), Twin Cities

Minneapolis, MN

Director of Diversity Consulting, Outreach & Recruitment

01/2021-06/2022

Provided data-informed DEI consultations to over 200 graduate programs within the University system; specifically addressing climate, and the development of DEI integrated strategic plans. Collaborated with the senior leadership team to strategize scalable solutions, establish metrics, and monitor progress for DEI efforts within the Graduate School Diversity Office (GSDO).

- Managed \$2,075,000 budget to fund strategic and operational objectives
- Supervised diversity recruitment team and co-construct individual professional development plans
- Provided training to a council of 71 campus partners to optimize diversity recruitment strategies
- Represented Graduate School on the systemwide DEI Leadership Collective
- Launched Diversity Working Groups Toolkit offering resources and support to newly formed diversity committees

Co-Chair for the Presidential Task Force for Policing & Campus Safety

12/2020-03/2022

Appointed to serve in an advisory capacity to the President, co-leading a committee of 35 UMN faculty, staff, students, administrators, broader community members, as well as representatives from the University of Minnesota Police Department to rebuild a culture of trust.

- Partnered with co-chair in committee composition, design of 4-phased approach to 12-month review process, appointment and guidance of subcommittee leads, and currently drafting synthesized report of findings, recommendations, and full implementation plan
- Advanced an agenda to increase the quality of policing on the UMN campus as experienced by all community members. Proposed development of virtual dashboard to communicate metrics and facilitate accountability

Associate Director for Diversity & Inclusion Consulting

06/2019-01/2021

Cultivated and maintained partnerships with academic leaders across the 5-campus system to support new and existing diversity and inclusion efforts to increase the retention and success of historically underrepresented graduate students and postdoctoral scholars.

- Led a team to develop a digital DEI educational platform, Faculty Fighting Racism, for the development and upskilling of academic faculty and administrators
- Created \$1.4 million COVID-relief effort to support degree completion for doctoral students through the Leadership in Equity, Inclusion and Diversity (LEID) Fellowship
- Developed \$450,000 initiative, the Diversity Partners in Graduate Education Award, to expand service delivery yielding three new, sustainable system-wide DEI initiatives
- Conducted multi-phased climate audits to inform strategies for incremental and transformative culture changes with academic programs and departments
- Established the Equity Collective, empowering staff leading DEI efforts to foster community, build capacity, and grow professionally

- Co-facilitated and co-designed diversity seminars in 3 major content areas: Implicit Bias in the Search and Selection Process; Allyship; and Navigating Microaggressions in the Workplace. Provided training to over 1200 faculty, staff, and students within a 12-month period

Division of Academic Enhancement - University of Georgia 04/2018-06/2019

Program Developer, TRIO McNair Post-Baccalaureate Achievement Program Athens, GA

Launched \$1.2 million federally-funded grant program to increase attainment of doctoral degrees among underrepresented populations.

- Advocated for more equitable policies regarding degree completion and program requirements
- Conducted national benchmarking to guide policy development and program implementation
- Conceptualized, developed, implemented, and assessed program curriculum for 27 person cohort
- Recruited faculty mentors from 17 undergraduate degree programs and assessed quarterly performance

Credo Higher Education Consulting 12/2017-04/2018

Project Manager for Strategic Planning & Implementation Whitsett, NC

Conducted institutional research to advise university presidents and cabinet members on strategic planning initiatives. Guided implementation of the strategic planning process and evaluation.

- Designed division-wide implementation and tracking system to optimize performance by 80%
- Provided additional support to 10% of client base, particularly newly appointed college presidents, through the strategic planning process

AGR Consultants 05/2017-12/2017

Project-Based Consultant Remote

Developed customized approaches to assist prospective and current doctoral students with program selection, completion, and funding procurement.

- Generated 100% referral-based clientele
- Advised PhD students through areas of imposter syndrome, professional identity, and burnout

Department of Career & Information Studies – University of Georgia 09/2015-05/2017

Course Developer & Instructor – WFED 4990: Transition to Adulthood Athens, GA

Collaborated with two tenured faculty to develop a new 3-credit seminar assisting college seniors transition into the workplace – developed and facilitated lessons for web-based and blended instruction. Class offered for seven semesters.

- Introduced students to workplace assessments: Myers Briggs Type Indicator (MBTI), Gallup StrengthsFinder, and the 5 Languages of Appreciation in the Workplace
- Developed and facilitated modules addressing the intersectionality of diversity, extending beyond race to ability, gender identity, neurodiversity, personality disposition, and class

The Graduate School – University of Georgia 01/2014-05/2017

Diversity Recruitment & Retention Program Coordinator Athens, GA

Developed and managed 4 flagship recruitment initiatives to assist undergraduate students from underrepresented populations transition into graduate education. Implemented innovative communication strategies and increased engagement in retention programming by 95%.

- Conducted benchmark inquiries to monitor recruitment trends of aspirant and peer institutions
- Developed reports documenting transition counseling, quarterly evaluations, and exit interviews
- Spearheaded Graduate School Mentorship Program, pilot for university-wide initiative

Dean of Students Office – Old Dominion University 08/2011-08/2013

Student Leadership Advisor & Peace Week Coordinator Norfolk, VA

Member of the Dean of Students Leadership Council and advisor to the Student Government Association, the most highly funded organization within the student affairs division. Facilitated progressive improvements in organizational change management and leadership development.

- Oversaw the budget allocation process for an \$800,000 allocation year
- Maintained annual internal budget of \$35,000
- Facilitated strategic planning meetings to improve organizational structure and progress
- Led annual 5-day event centered on peace for local community and university students

Opportunity Inc. – Workforce Development Board of Southampton Roads 08/2010-08/2011
Career Coach & Staff Trainer Virginia Beach, VA

Developed an original 15-unit career navigation curriculum to serve as the center's core offering. Designed and instituted competency-based training series to enhance staff productivity.

- Supervised and trained a staff of 5 administrative, outreach, and academic development personnel
- Advised over 600 clients regarding post-secondary career and educational options

Office of Career Services & Placement - ECPI College of Technology 11/2008-08/2010
Staff Instructor – COR 190: Career Planning (11/2009-08/2010) Richmond, VA

Hybrid asynchronous format for adult learners to increase accessibility and value of the course. Petitioned and granted approval for the resequencing of the course in the general curriculum and the appropriate designation as a degree completion requirement.

- Developed course design and integrated local business participation
- Significantly increased local employer engagement on campus by 45%

Career Services Advisor & Internship Coordinator (11/2008-08/2010)

Worked directly with business and industry to broker and design competitive experiential education opportunities for predominately non-traditional student population.

- Held daily career advising hours for Business Administration and Computer Engineering students
- Managed placement and internship caseload of approximately 300 students
- Coordinated the Federal Work Study program with a \$35,000 fiscal budget for six major caseloads

SELECT DEI TRAINING INVITATIONS & GUEST LECTURES

Rutgers University, New Brunswick 03/2021
Seeing Myself in Grad School Virtual
 Featured Speaker, McNair Scholars Program

College of Food and Natural Science - University of Minnesota 01/2021
Creating Inclusive Spaces by Leveraging Strengths Series - Teams and Management Virtual
 DEI Trainer, Annual Professional Development Seminar for Staff

Department of Communication Studies - University of Minnesota 12/2020
DEI Seminar Series - Trust, Allyship, and Advocacy Virtual
 DEI Co-Trainer, Faculty Development

Physical Science and Oncology Center - University of Minnesota 11/2020
Allyship Applied: Moving from Intention to Practice Virtual
 DEI Trainer, Department of Biomedical Engineering, Annual Retreat

<i>Graduate School - Virginia Tech</i>	11/2020
Implicit Bias: The Anticatalyst to Diversity, Equity, and Inclusion in the Workplace	Virtual
Guest Lecturer, GRAD 5214: Diversity and Inclusion in a Global Society	
<i>Department of Plant and Microbial Biology - University of Minnesota</i>	09/2020
Understanding and Interrupting Microaggressions	Minneapolis, MN
Guest Lecturer, PMB 8081: Succeeding in Graduate Education: Skills, Ethics, and Beyond	
<i>Institute for Social Research and Data Innovation</i>	06/2020
How Identity Informs Research	Minneapolis, MN
Guest Speaker, Minnesota Population Center Diversity Fellowship Program	
<i>Department of Counseling - University of North Georgia</i>	03/2019
Introduction to the Career Construction Interview	Dahlonega, GA
Guest Lecturer, COUN 6400: Career & Lifestyle Counseling	
<i>Department of International Affairs - University of Georgia</i>	10/2018
Implications of TRIO Programs on the American Socioeconomic System	Athens, GA
Guest Lecturer, INTL 4300: Comparative Politics	
<i>Department of College Student Affairs Administration - University of Georgia</i>	02/2018
Counseling Interventions for Clients in Career Transition	Athens, GA
Guest Lecturer, ECHD 7050: Career Development Theory & Practice	
<i>Health Promotion Office – University of Georgia</i>	08/2016-05/2017
FEMpowerment, Addressing Intersections of Womanhood	Athens, GA
Co-Facilitator, Content Developer and Assessment Lead	

SELECT NATIONAL, STATE & REGIONAL CONFERENCE PRESENTATIONS

Refereed Presentations – Presentation Proposal Accepted Through Peer Reviewed Application Process

- Culbreath, M. S. (2022) Allyship Applied: Moving from Intellectualization to Application. Accepted at 2022 Forum on Workplace Inclusion Conference, Minneapolis, MN
- Culbreath, M. S. (2020) Navigating Microaggressions: A Practice Session. Accepted at 2020 National Conference on Race and Ethnicity, New York, NY
- Culbreath, M. S. & Voigt, S. (2017) Counselor & Student Perspectives of the Career Construction Interview. Accepted at 2017 National Career Development Association National Conference, Orlando, FL
- Culbreath, M. S. & Rojewski, J. (2017) Academics, Identity, and Growth: A Senior Seminar Integrating the College Experience. Accepted at the 2017 NASPA Student Affairs Administrators in Higher Education National Conference, San Antonio, TX
- Higgins, M. & Culbreath, M. S. (2016) An Ethical Dilemma: Counselor's Personal Biases and Effective Care. Accepted at the 2016 National Career Development Association Conference, Chicago, IL
- Culbreath, M. S. & Barclay, S. R. (2015) 21st Century Approach to Career Counseling: Listening for the Story. Accepted at the 2015 NASPA Student Affairs Administrators in Higher Education National Conference, New Orleans, LA

Culbreath, M. S. (2014) Ex-Offender Reentry: The Career Counselor's New Challenge. Accepted at the 2014 National Career Development Association Conference, Long Beach, CA

Invited Presentations

Mwaura, M. Y. & Culbreath, M. S. (2016) The Competitive Edge: Developing A Compelling Personal Statement for Graduate Admission. Morehouse College, Atlanta, GA

Culbreath, M. S. (2013) "You Can't Work in Jail" - Supporting Formerly Incarcerated Students. Opportunity Expo 2013, Tidewater Community College, Norfolk, VA

Culbreath, M. S. & Couter, E. S. (2011) Women & Non-Traditional Careers. 3rd Annual Conference for Girls & Young Women. Old Dominion University, Norfolk, VA

Culbreath, M. S. (2010) The Elevator Pitch. National Society of Black Engineers (NSBE) Regional Conference. Hampton University, Hampton, VA

Culbreath, M. S. (2009 & 2010) Job Search Strategies for the 21st Century. Teen Job Summit. J. Sargeant Reynolds Community College, Richmond, VA

BOOK CHAPTER & SELECT PUBLICATIONS

Culbreath, M. S. & Higgins, M. A. (2021). Navigating microaggressions in the workplace. *NACE Journal, Special Edition, Cases in Career Services: A Working Guide for Practitioners.*

Culbreath, M. S. & Voigt, S. (2017). Student reactions and career counselor experiences with the career construction interview. *Career Convergence*. Retrieved from https://www.ncda.org/aws/NCDA/pt/sd/news_article/139176/_PARENT/OLD_layout_details/false

Culbreath, M. S. (2014). GRIT: A shared perspective between advisors and ex-offenders. *Career Convergence*. Retrieved from http://www.ncda.org/aws/NCDA/pt/sd/news_article/88765/_PARENT/layout_details_cc/falsefrom

UNIVERSITY SERVICE & LEADERSHIP

Council of Academic Diversity Officers (CADO), University of South Carolina	2022 - Present
Search Committee, Central HR/DEI Director, University of Minnesota	2022
Systemwide Equity Lens Policy Review Committee, University of Minnesota	2022
Systemwide DEI Leadership Collective, University of Minnesota	2021- 2022
Equity, Diversity, and Inclusion (EDI) Consult Group, University of Minnesota, Co-Chair	2020-2022
Search Committee, Dean, School of Public Health, University of Minnesota	2020
Systemwide Planning Committee, First Gen Day, University of Minnesota	2019
CISGA Student Associate, University of Georgia, Inaugural Vice President	2013-2015
Search Committee, Dir. of Assessment, Division of Student Engagement, Old Dominion University	2013
Opportunity Expo, Tidewater Community College, Committee Chair	2013
Dean of Students Leadership Council, Old Dominion University	2011-2013

SELECT BOARD LEADERSHIP & PROFESSIONAL ASSOCIATIONS

New Leaders Council (NLC) - Twin Cities, Board Chair	2020-2021
Association of Black Women in Higher Education (ABWHE), National Initiatives Co-Chair	2020-2021
Council for Opportunity in Education (COE)	2018-2019
MAYA STEM Academy, Board Member	2017-2019
Student Affairs Administrators in Higher Education (NASPA)	2012-2019
National Career Development Association (NCDA), Ethics Committee ('16-'17)	2011-2017