

MARILYN Y. BYRD, PHD

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Statement of life purpose: To accept a calling that has placed me on a special journey; to educate and inspire with love and compassion; to do so quietly, by leaving only footprints along the way as I fulfill God's plan and purpose for my life.

EDUCATION

- Texas A & M University, College Station, Texas – PhD
- Sam Houston State University, Huntsville, Texas – MBA
- Sam Houston State University, Huntsville, Texas - BBA

ACADEMIC WORK HISTORY

University of Oklahoma, Norman, OK – August 2014 to present
Professor, Dodge Family College of Arts & Sciences, Human Relations

Graduate

- Human Resources for the Human Relations Professional
- Human Resources Development
- Organizational Behavior
- Leadership in Organizations
- Diversity and Justice in Organizations

Undergraduate

- Human Relations Theory

Program Director, Inclusive Leadership Online Masters Degree Program

- Manage and oversee program
- Hire and supervise assigned faculty
- Teach and oversee capstone project

University of Mary Hardin-Baylor, Belton, Texas – August 2008 to May

2014

Assistant Professor, College of Business, Management

- Human Resource Management
- Organizational Behavior
- Business Ethics
- Managerial Communication

Texas A & M University, College Station, Texas – August 2004 to May 2008

Graduate Research Assistant and Teaching Assistant

- Conducted research related to evidence based adult literacy practice
- Taught Organization Development (under-graduate)
- Co-taught Foundations of Human Resource Development)

Texas School of Business – East Campus, Houston, Texas – June 2003 to August 2004

Instructor

- Business English
- Business Communications
- Administrative Office Procedures
- Information Technology

Angelina Community College, Lufkin, Texas -January 2003 to May

2009 Adjunct Instructor – Business

Business Principles (online)

Kingwood College, Kingwood, Texas –August 2004 to August 2007

Adjunct Instructor

Management

PRACTITIONER WORK HISTORY (SELECTED)

Texas Department of Criminal Justice, Records and Classification Department,

Huntsville, Texas Program Administrator – October 1995 to June 2003

- Managed three departments responsible for record maintenance
- Managed and coordinated daily business operations and human resource activities Interviewed, hired, and trained clerical staff
- Evaluated employee performance
- Prepared training and operational manuals

PUBLICATIONS

Books

- Byrd, M., & Scott, C. (2024). (Editors/Authors). Palgrave Handbook of Anti-racism in Human Resource Development. Palgrave
- Byrd, M., & Scott, C. (Editors /Authors). (2024). *Diversity in the workforce: Current issues and emerging trends (3rd ed.)*. Routledge.
- Hughes, C., & Byrd, M. (2015). Managing human resource development programs. Palgrave MacMillan.
- Scott, C., & Byrd, M. (Editors/Authors). (2012). Handbook of research on workforce diversity in a global society: Technologies and concepts. Hershey, PA: IGI.

Journal, Special Issues (Editor/Author)

- Byrd, M. Y. (Ed). (Winter, 2016). Spirituality in the workforce: Philosophical and social justice perspectives. *New Directions in Adult & Continuing Education*. San Francisco: Wiley Publishing. ISBN: 978-1-119-35634-9

- Byrd, M., & Stanley, C. A. (Eds.). (2009). Giving voice: the socio-cultural realities of African American women's leadership experiences, *Advances in Developing Human Resources*. SAGE.

Peer Reviewed Journal Articles

- Byrd, M. Y., & Scott, C. L. (2023). Diversity in the workforce: Whose interests are being served?. *Human Resource Development Quarterly*, 34(2) 123-125. **Invited.**
- Byrd, M. Y. (2022). Creating a culture of inclusion and belongingness in remote work environments that sustains meaningful work. *Human Resource Development International*, 25(2), 145-162.
- Byrd, M. Y., & Sparkman, T. E. (2022). Reconciling the Business Case and the Social Justice Case for Diversity: A Model of Human Relations. *Human Resource Development Review*, 21(1), 75-100.
- Byrd, M. Y. (2018). Does HRD have a moral duty to respond to matters of social injustice? *Human Resource Development International*, 21(1), 3-11.
- Byrd, M. Y. (2018). Diversity branding strategy: Concealing implicit stereotypes and biased behaviors. *Advances in Developing Human Resources*, 20(3), 299-312.
- Shuck, B., McDonald, K., Rocco, T. S., **Byrd, M.**, & Dawes, E. (2018). Human Resources Development and Career Development: Where Are We, and Where Do We Need to Go. *New Horizons in Adult Education and Human Resource Development*, 30(1), 3-18.
- Byrd, M. Y. (2016). The enlightened revelation: Toward a spirit-centered, socially just workplace. In M. Byrd (Ed.). *Spirituality in the workforce: Philosophical and social justice perspectives* (pp. 85-94), *New Directions in Adult & Continuing Education*. San Francisco: Wiley Publishing.
- Byrd, M. Y. (2014). Diversity issues: Exploring "critical" through multiple lenses. In J. Gedro, J. Collins, & T. S. Rocco (Eds.), *Critical perspectives and the advancement of HRD*, *Advances in Developing Human Resources*, 16(4), 281-298.
- Byrd, M. (2009). Telling our stories: If we don't tell them they won't be told. In Byrd, M., & Stanley, C. A. (Eds.), *Giving voice: the socio-cultural realities of African American women's leadership experiences*, *Advances in Developing Human Resources*, 11(5), 582-605.
- Byrd, M., & Stanley, C., A. (2009). Bringing the voices together. In Byrd, M., & Stanley, C. A. (Eds.), *Giving voice: the socio-cultural realities of African American women's leadership experiences*. *Advances in Developing Human Resources*, 11(5), 657-666.

- Byrd, M. (2009). Theorizing African American Women's leadership experiences: Socio- Cultural theoretical alternatives. *Advancing Women in Leadership Journal*, 29(1). Retrieved from: http://www.advancingwomen.com/aw1/Vol29_2009/No_1_Dr_Marilyn_Byrd.pdf
- Byrd, M. (2008). Negotiating new meanings of "leader" and envisioning culturally informed theories for developing African American women in leadership roles: An interview with Patricia Parker, *Human Resource Development International*, 11(1), 101- 107.
- Byrd, M. (2007). The effects of racial conflict on organizational performance. *New Horizons in Adult Education and Human Resource Development*, 21(1/2), 13-28. Miami: Florida International University.
- Byrd, M. (2007). Educating and developing leaders of racially diverse organizations. *Human Resource Development Quarterly*, 18(2), 275-279.
- Byrd, M., & Demps, E. (2006). Taking a look at National Human Resource Development (NHRD): Interviews with Gary Mclean and Susan Lynham. *Human Resource Development International*, 9(4), 553 – 561.
- Hart, S. A., Byrd, M., & Stowe, C. R. B. (2000). The feasibility of offering an American Bar Association approved Legal Assistant program in the collegiate curriculum, *Academy of Business Law Journal*, 3(2), 73-99.

Book Chapters

- Byrd, M. Y. (2024). Diversity, Equity, and Inclusion: Creating Learning Interventions for Social Change. In T.S. Rocco, M. L. Morris, & R. Poell, *The Sage Handbook of Human Resource Development*. <https://us.sagepub.com/en-us/nam/the-sage-handbook-of-human-resource-development/book284997#contents> **invited.**
- Byrd, M. Y. (2024). Toward a Moral Philosophy of Ethics: The Social Justice Case. In D. Russ-Eft & A. Alizadeh (Eds.) *Ethics and Human Resource Development: Societal and Organizational Contexts* (pp. 339-356). Cham: Springer International Publishing. **invited**
- Byrd, M. Y. (2024). An Inclusive Organizational Culture for a Diverse Workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends*, 3rd ed. (pp. 50-63). Routledge. **Retitled and repurposed in 3rd edition.**
- Byrd, M. Y. (2024). Race and diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends*, 3rd ed. (pp. 64-79). Routledge. **updated from 2nd edition**

- Lloyd-Jones, B., Bass, L., Jean-Marie, G., & **Byrd M. Y.** (2024). Gender and Diversity in the Workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 80-103). Routledge. **Added as author for 3rd edition.**
- Byrd, M. Y. (2024). Social class and diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 75-92). 3rd edition. Routledge. **updated from 2nd edition.**
- Byrd, M. Y. (2024). Spirituality and inclusivity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 152-169). Routledge. **Chapter retitled and repurposed in 3rd edition.**
- Lloyd-Jones, B., Worley, J. A., **Byrd, M. Y.** (2024). Generational Differences in the Workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 188-208). Routledge. **Added as author in 3rd edition**
- Byrd, M. Y. (2024). Language Discrimination, Linguistic Profiling, and Inclusion in the Workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 209-220). Routledge. **New chapter in 3rd edition**
- Sims, C., & **Byrd, M. Y.** Appearance Discrimination in the Workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 221- 234). Routledge. **Added as author in 3rd edition**
- Scott, C. L., & **Byrd, M. Y.** (2024). Visible and Invisible Disabilities in the Workforce: Exclusion and Discrimination. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 235-246). Routledge. **retitled and updated in 3rd edition**
- Byrd, M. Y., & Scott, C. L. (2024). The “New” Modern Racism in the Workplace: The Persistence of Racial Injustice and Historical Racist Practices. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 247- 264). Routledge. **Formerly Chapter 14 in previous edition; retitled and re-purposed**
- Byrd, M. Y. (2024). Social Identity Diversity and Leadership in the Workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 279-297). Routledge. **updated in 3rd edition**
- Byrd, M. Y. (2024). Re-conceptualizing and Re-visioning diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) Diversity in the workforce: Current issues and emerging trends, 3rd ed. (pp. 298-313). Routledge.

- Byrd, M. Y. (2024). De-silencing Anti-Black Racism and Countering the Master Narrative in Human Resource Development and Beyond. In M. Y. Byrd & C. L. Scott, *Palgrave Handbook of Anti-racism in Human Resource Development* (pp. 3-16). Palgrave
- Byrd, M. Y. (2024). From Racism to Racial Terror. In M. Y. Byrd & C. L. Scott, *Palgrave Handbook of Anti-racism in Human Resource Development* (pp. 91-106). Palgrave
- Byrd, M. Y. (2024). Telling My Story of Racism: Through the Lens of a Black Woman Leader. In M. Y. Byrd & C. L. Scott, *Palgrave Handbook of Anti-racism in Human Resource Development* (pp. 145-165). Palgrave.
- Byrd, M. Y. (2024). Theoretical, Philosophical, and Paradigmatic Foundations for Countering Racism: A Systems View. In M. Y. Byrd & C. L. Scott, *Palgrave Handbook of Anti-racism in Human Resource Development* (pp. 187-201). Palgrave
- Byrd, M. Y. (2022). Employee Resource Groups: Enabling Developmental Relationships to Support Socially just and Morally Inclusive Organizations. In R. Ghosh and H. Hutchins (Eds.). *HRD Perspectives on Developmental Relationships* (pp. 219-237). Palgrave Macmillan, Cham. **Invited**
- Byrd, M. Y., & Hughes, C. (2021). Re-Conceptualizing Diversity Management: Organization-Serving, Justice-Oriented, or Both?. In *Implementation Strategies for Improving Diversity in Organizations* (pp. 39-74). IGI Global.
- Byrd, M. Y. & Austin, J. T. (2020). Micro-aggressions, stereotypes, and social stigmatization in the lived experiences of socially marginalized patients/clients: A social justice perspective. In L. Benuto, M. Duckworth, A. Masudo, & W. O'Donohue (Eds.) *Prejudice, stigma, Privilege, and oppression: A behavioral health handbook* **Invited**
- Lloyd-Jones, B., & Byrd, M. Y. (2018). Developing culturally responsive mentoring in the professoriate: A theoretical model. In E. T. Murakami & H. J. Mackey (Eds.), *Beyond Marginality: Understanding the Intersection of Race, Ethnicity, Gender and Difference in Educational Leadership Research* (pp. 63-80). Charlotte: N. C., Information Age Publishing.
- Byrd, M. Y., & Lloyd-Jones, B. (2016). Developing a social justice-oriented workforce diversity concentration in human relations academic programs. In C. L. Scott & J. D. Sims (Eds.) *Developing workforce diversity programs, curriculum, and degrees* (pp. 179- 196). Hershey, PA: IGI.
- Byrd, M. Y. (2016). Selective Incivility: A micro aggression targeting racial and ethnic groups in the workplace (pp.123-149). In M. F. Karsten (Ed). *Gender, race, and ethnicity in the workplace: Emerging issues and enduring challenges* (pp. 123-149). Santa Barbara, CA: Praeger.

- Byrd, M. (2016). Women of Color in leadership. Rendering the invisible visible. In R. Alavi (Ed.) *Ethics and leadership* (pp. 187-200). Dubuque, IA: Kendall Hunt.
- Byrd, M. (2014). A social justice paradigm for human resource development: Philosophical and theoretical foundations. In N. Chalofsky, T. Rocco, & M. L. Morris, *Handbook of Human Resource Development: The Discipline and the Profession* (pp. 281-298). Hoboken, NJ: Wiley.
- Byrd, M., & Hughes, C. (2014). A paradigm shift for diversity management: From promoting business opportunity to optimizing lived career work experiences. In Hughes, C. (Ed.), *Impact of Diversity on Organization and Career Development* (pp. 28- 53). Hershey, PA: IGI Global.
- Byrd, M. (2012). Critical race theory: A framework for examining social identity diversity of Black women in positions of leadership. In C. Scott & M. Byrd (Eds.), *Handbook of research on workforce diversity in a global society: technologies and concepts*. (pp. 426-439), Hershey, PA: IGI
- Byrd, M., & Chlup, D. (2012). Theorizing African American women's learning and development in predominantly white organizations: Expanding the conversation on adult learning theories. In C. Scott & M. Byrd (Eds.), *Handbook of research on workforce diversity in a global society: technologies and concepts*. (pp. 38-55). Hershey, PA: IGI
- Byrd, M. (2012). Theorizing leadership of demographically diverse leaders. In M. Paludi (ed.), *Managing Diversity in Today's Workplace: Strategies for Employees and Employers (Women and Careers in Management)* pp. 103-124. Santa Barbara, CA.: Praeger (ABC- CLIO). **Invited**

Book Chapters in Progress:

Byrd, M. Y. Emancipatory Spirituality: A Principled Philosophy for Social Change. *Encyclopedia of Diversity, Equity, Inclusion and Spirituality*. (Accepted)

Byrd, M. Y. Identity and Moral Exclusion at BDM Community Bank: A Case Study. *Case Studies in Ethics and Human Resource Development*. (Accepted)

Non-Peer Reviewed Journal Articles

- Byrd, M. Y. (2024). Advancing Theory in Human Resource Development. Editorial. *Advances in Human Resource Development*, (26)4, 131-133.
- Byrd, M. Y. (2024). It's All About the Language. Editorial. *Advances in Developing Human Resources*, 15234223241255644.

- Byrd, M. Y. (2024). Celebrating 25 Years: Then and Now. Editorial. *Advances in Developing Human Resources*, 26(1), 3-4.
- Byrd, M. Y., & Scott, C. L. (2023). An Anti-racism Curriculum for Inclusive Teaching and Learning. *Advances in Developing Human Resources*, 25(3), 205-212.
- Byrd, M. Y. (2023). HRD practice: Who is doing the work?. *Advances in Developing Human Resources*, 25(1), 3-4.
- Byrd, M. Y. (2023). Human Relations and a Salute to Black History. *Advances in Developing Human Resources*, 25(2), 71-72.
- Byrd, M. Y. (2023). Revisiting: Developing Leaders in Racially Diverse Organizations. *Advances in Developing Human Resources*, 25(3), 139-140.
- Byrd, M. Y. (2023). Celebrating Successes and Re-Affirming the Vision. *Advances in Developing Human Resources*, 25(4), 223-224.
- Byrd, M. Y. (2022). The Diverse Voices Conference: A Model of Diversity and Social Justice Education Beyond the Classroom. *Advances in Developing Human Resources*, 24(1), 69-72.
- Byrd, M. Y. (2022). Inclusive Leadership: Critical Practice Perspectives from the Field. *Advances in Developing Human Resources*, 24(4), 223-224.
- Byrd, M. Y. (2022). Back to the Basics: People, Learning, and the Organization. *Advances in Developing Human Resources*, 24(2), 75-77.
- Byrd, M. Y. (2022). Looking Back, Then Turning the Page. *Advances in Developing Human Resources*, 24(1), 3-5.
- Byrd, M. Y. (2021). A new normal: The changed landscape of human resource development in the wake of COVID-19. *Advances in Developing Human Resources*, 23(1), 3-4.
- Byrd, M. Y. (2021). Editorial Postscript: Developing Black Males: The Way Forward. *Advances in Developing Human Resources*, 23(4), 384-385.
- Byrd, M. Y. (2021). Developing Human Resources: Where Are the Black Males?. *Advances in Developing Human Resources*, 23(4), 275-276.
- Byrd, M. (2005). Texas' curriculum & instruction indicators of program quality (IPQs) for Adult Education: Are they evidence-based?, 9(4), 12-16.

Media Review, Invited

- Byrd, M. Y. (2017). The history of Human Resource Development, by M. Gosney and C. Hughes. *New Horizons in Adult Education & Human Resource Development*, 29(2), 66-68.

- Byrd, M. (2013). The end of diversity as we know it by Martin Davidson. *Human Resource Development Quarterly*, 24(2), 269-275.

Conference Presentations (Published in Proceedings)

- Byrd, M. Y. (2025). Theorizing Black American Women as Leaders: Entering to Lead in the White Space. Proceedings of the Academy of Human Resource Development. AHRD.
- Byrd, M. Y. (2020). Paradigmatic, Theoretical, and Philosophical Perspectives for Social Justice Pedagogy: A Human Relations Perspective. In S. Minnis (Ed.) Proceedings of the Academy of Human Resource Development. AHRD.
- Byrd, M. Y. (2019). A Pedagogical Approach for Addressing Racism and Building a Foundation for Human Relations in the Workplace. Proceedings of the Academy for Human Resource Development, Louisville, KY: AHRD. **Paper was selected for a Cutting Edge Award**
- Byrd, M. Y. (2018). Diversity Branding Promotes a Branding Philosophy, but Where is Social Justice? *Proceedings of the Academy for Human Resource Development*, Richmond, VA: AHRD.
- Byrd, M. (2017). Organizational Social Justice: A New Paradigm for Diversity. *Proceedings of the Academy for Human Resource Development*, San Antonio, TX: AHRD.
- Byrd, M. Y. (2016, November). French & Raven's Leadership Theory: Are Social Identity and Intersectionality Missing Links? Paper presented at the Dynamics of Inclusive Leadership Conference, *International Leadership Association* meeting, Atlanta, GA. Abstract retrieved from: <http://www.ila-net.org/conferences/2016/programbook/index.html>
- Byrd, M. (2015). Towards a Critical Social Justice Pedagogy in the HRD Curriculum. *Proceedings of the Academy for Human Resource Development*, St. Louis, MO.
- Byrd, M. (2013). Emancipatory Spirituality: A Philosophical & Social Justice Perspective. *Proceedings of the Academy for Human Resource Development*, Arlington, VA.: AHRD.
- Byrd, M., & Chlup, D. (2011). Expanding the conversation on adult learning theories: Theorizing African American women's learning and development. *Proceedings of the 2011 AERC Conference*, Toronto, Ontario.
- Byrd, M., & Scott, C. (2011). Diversity dialogues in the boardroom and the classroom: Shifting the focus from training and awareness to education and social justice. In K. M. Dirani & J. Wang (eds.), *Proceedings of the Academy for Human Resource Development*, Schaumburg, IL: AHRD.
- Byrd, M., & Scott, C. (2010). Dialogue on human resource development workplace diversity courses: Implications for HRD. *Academy of Human Resource Development International Research Conference Proceedings*, Knoxville, TN: AHRD.

- Byrd, M., Harper, E., & Browder, J. (2010). Examining the strategic planning process in a small business context. *The International Academy of Business and Public Administration Disciplines Conference Proceedings*, Rushton, LA: IABPAD.
- Byrd, M. (2009). Diversity training: What are we really talking about? *Academy of Human Resource Development International Research Conference Proceedings*, Arlington, VA: AHRD.
- Byrd, M. (2007). Theorizing African American women's leadership: Expanding the conversation on power and influence within predominantly white organizations *Academy of Human Resource Development International Research Conference Proceedings*, Indianapolis, IN: AHRD.
- Byrd, M. (2006). The search for applied theory that informs the effects of racial conflict on organizational performance. In F. M. Nafukho & H. Chen (Eds.) *2006 Proceedings of the Academy of Human Resource Development International Research Conference Proceedings*. Columbus, OH: AHRD.

Non-Referred Conference Presentations

- Byrd, M. Y., & Scott, C. L. (2024). Race-based Traumatic Distress: the Emotional Effects of Anti-Black Racism. Focus Session, Academy of Human Resource Development
- Byrd, M. Y., & Scott, C. L. (2023). Advancing Anti-racism Education and Inclusive Learning Pedagogy in the Human Resource Development Curriculum. Focus Session Academy of Human Resource Development
- Byrd, M., Lewellen, C., & Scott, C. L. (2022). Focus Session: Addressing Racial Incidents in Organizational Settings: Is Diversity Training Effective? Focus Session, Academy of Human Resource Development Virtual Conference.
- Hutchins, H., Bierema, L., Byrd, M., Callahan, J., Elliott, C., Gedro, J., Madsen, S., Scott, C., Storberg-Walker, J.(2021). Decentering whiteness, confronting complicity, and taking action to *dismantle* systemic racism. Focus Session, Academy of Human Resource Development Virtual Conference.
- Byrd, M. (Organizer/Facilitator). (2015). The Current State of Workforce Inclusion and Diversity: Where's the Social Justice? Focus Session, Workforce Diversity and Inclusion SIG, Academy of Human Resource Development Conference.

SOCIAL JUSTICE SCHOLARSHIP: INVITED PARTICIPATION:

- Featured HRD Scholar, Masterclass Podcast Series Academy of Human Resource Development
 - Byrd, M. Y., Scott, C. L., & Maltbia, T. (2022). HRD and Antiracism, Season 3, Episode 1. AHRD
 - Byrd, M. Y., Choo, Y., & Sparkman, T. (2021). Diversity, Equity, and Inclusion, Season 1, Episode 7. AHRD

Keynote Speaker

- Diverse Voices Conference, Oakland University (Michigan) “Defining the Role of Social Justice in Practice” (2021)

Webinar, Co-host

- Antiracism Committee Webinar: Introducing the Palgrave Handbook of Human Resource Development, Marilyn Y. Byrd & Chaunda L. Scott, co-hosts. AHRD. October 2024

Webinar, Invited Guest Presenter

- Byrd, M. “Faculty Mentoring Partner Program: The Influence of Race in Mentoring and Developmental Relationships,” Academy of Human Resource Development, Webinar. 2022
- Byrd, M., "Diversity and Exclusion: the Road Less Traveled," Academy of Human Resource Development, Webinar. (October 15, 2020).
- Byrd, M., International Leadership Association, Virtual Meeting, "Tips for scholarly Publishing," ILA. (October 15, 2020).

Panelist

- 2023 AHRD Town Hall Forum, “HRD Research in an Era of Transformation: Status and Future Directions”
- 2021 AHRD Virtual Conference in Asia Kuala Lumpur, Malaysia “Meet the Editors” November 18, 2021.
- 2021 AHRD Town Hall Forum, “I’m not a racist.” Challenging safe metanarratives that silence and perpetuate racism in AHRD. Presented by the AHRD Antiracism Task Force
- 2021 S.O.U.L. Conference, University of Oklahoma, ““The Influence of Race and Gender: The Reality of Lived Experiences”
- 2020 AHRD Conference in the Americas Meet the Editors.
“Congratulations!!! You’ve got a Revise and Resubmit! Now What?
“How to Successfully Revise your Manuscript for Publication”
- 2017 AHRD Town Hall Forum, HRD Career Development: Where Do We Go From Here? Academy of Human Resource Development February, 2017
- 2016, Invited Participation Indiana State University’s Excellence through Diversity Initiative, Virtual May 2016
- 2016 University of Oklahoma, Panelist, Black Graduate Student Union, “Job Searching While Black,”

Presenter

- 2015 and 2016, University of Oklahoma, Developing Black Males conference and the George McLaurin Developing Males “Preparing for the Classroom,”
- 2016 University of Oklahoma, Invictus Black Greek conference.

Guest Lecturer:

- 2022, February Oakland University, Virtual Lecture on Social Justice via Zoom
Invited by Dr. Chaunda Scott
- 2022, August University of Delaware, Virtual Lecture on Social Justice via Zoom
Invited by Dr. Amin Alizadeh

Webinars Facilitated

- Advancing inclusive workplace practices effective employer practices in support of disability-inclusive workplaces (Webinar, facilitator). Broadcast via www.ahrd.org. September 2014.
- The current landscape of workforce diversity and inclusion: A view from corporate America. (Webinar: organizer and lead discussant). Broadcast via www.ahrd.org July 2013
- Socio-cultural realities of leadership: Perspectives from African American women leaders, (Webinar: co-presenter and discussant). Broadcast via www.ahrd.org. February 2010
- Changing the Culture: Diversity Education for Executives and Managers of a Multi- Diverse Workforce, Workplace Diversity: Practice and Research, George Mason University, June 10-11, 2010, Arlington, VA.
- Incorporating Social Justice Issues into Diversity Training Programs, Gender and Diversity Professional Development Workshop, Academy of Management, Montreal, Quebec, August 2010

RECOGNITION**Marilyn Y. Byrd Excellence in HRD Research to Practice Award**

- Established in 2022 in my honor; renames the previous *Advances in Developing Human Resources* journal Best Issue award
- Awarded to the most stellar and cutting edge publication in *Advances in Developing Human Resources* for the last annual volume
- Added to the Academy of Human Resource Development annual suite of awards

AWARDS**Laura Bierema Critical HRD Scholar Award, 2019**

- Annual award that acknowledges a scholar or HRD professionals who actively challenges the field and industry norms while advancing important social justice perspectives and principles.
- Presented at the 2020 Academy of Human Resource Development Conference .

Research and Engagement Team Award

- Task: cultivating a strong research culture and community of inclusion; promoting civility, engaging new members, and addressing exclusionary activities that diminish an inclusive community
- Presented by the 2020 Academy of Human Resource Development Conference Planning Committee

Ed Cline Faculty Development Award

- Awarded by the University of Oklahoma Faculty Senate 2020
- For proposal “Women of Color Leadership Theory Think Tank.” Black Women pushing the needle on leadership

PROFESSIONAL DEVELOPMENT

Teaching/Self Development Activities

- 4/14/ 22 Ask Me Anything with Reframing Organizations (Webinar given by Lee Bolman and Terry Deal, authors of textbook used in HR 5033 Leadership in Organizations)
- 1/29/21 Webinar: How Might Informal and Incidental Learning be Reimagined from a Complexity Science Perspective with Professors Karen Watkins and Victoria Marsick, *University of Georgia*
- 2/11/21 Webinar: "Making Project-Based Learning Work in an Online Curriculum: A Panel Discussion," Harvard Business Publishing Education
- 3/19/20 “Education in the Time of Coronavirus: School, Health, Race, Social Services, and Building a More Connected Humanity in an Era of Social Distancing.” *Speak Out ED Talks. Webinar Series*
- 4/7/20 “Crisis Leadership in Higher Education.” International Leadership Association. Leadership Perspectives - *ILA's Webinar Series*
- 5/28/20 Virtual Brownbag on Community-Engaged Learning in the Era of Social Distancing/including panelist, Dr. Janna Martin. *The University of Oklahoma*
- 8/12/20 Webinar: “What Resources Do Leadership Educators Need Right Now”? The Leadership Education Academy's Critical Conversation Series, *International Leadership Association*
- 8/13/20 Women and Leadership Virtual Coffee Series Online Teaching, *I-WIN (International Women's Innovative Network Monthly Seminar)*
- 8/27/20 Women and Leadership Virtual Coffee Series Effort and Effortlessness:

Philosophical Perspectives on Self- and Other-transformation. *I-WIN (International Women's Innovative Network Monthly Seminar*

- 9/3/20 WeAre Webinar: Addressing Mental Health in the Classroom. *University of Oklahoma*
- 9/23/20 We Are Webinar: OU PD in the Community. *University of Oklahoma*
- 9/16/20. Webinar: “Informal and Incidental Learning in the time of COVID.” Facilitators: Dr. Karen Watkins and Dr. Victoria Marsick, *The Academy of Human Resource Development*.
- 9/17/20 Leveraging Self-Awareness and Preparation to Effectively Discuss Race. Annette Johnson. *I-WIN (International Women's Innovative Network Monthly Seminar*
- 10/1/20 Women and Leadership Virtual Coffee Series Learning from a Generation Z student: Leading a Fast Growing Virtual Community, *I-WIN (International Women's Innovative Network Monthly Seminar*
- 10/21/20 Developing Inclusive Syllabus. Dr. Hong Lin, Center for Faculty Excellence, *University of Oklahoma*
- 10/21/20 Women of Color Healing Hour. Faculty Women of Color, *Virginia Tech*. via Zoom
- 11/19/20 Women and Leadership Virtual Coffee Series Faith and Women in Leadership, *I-WIN (International Women's Innovative Network Monthly Seminar via Zoom*
- 10/10/19 “Transforming Athletics: Gender Diversity in Colleges and Beyond,” *SPEAKOUT Webinar-the Institute for Democratic Education and Culture*
- 3/7/18 Small Teaching Strategies: The Student Centered Classroom A Round table Discussion, Center for Teaching Excellence, *Bizzell Library, University of Oklahoma*
- 3/28/18 Graduate Faculty Mentoring Workshop Scholars Room, *OU Memorial Union, University of Oklahoma*.
- 5/3/18 Creating a Culture of Civility in the Era of #MeToo and Time's Up, Texas Historical Commission (teaching strategy relevant to HR 5323 Organizational Behavior, via Zoom
- 5/8/18 Blended Teaching Design 101, *Workshop-Center for Teaching Excellence, University of Oklahoma*
- 5/8/2018 Teaching Without Powerpoint, *Workshop-Center for Teaching Excellence, University of Oklahoma*

- 2/25/17 2017 Annual Faculty Tenure and Promotion Workshop, Center for Teaching Excellence, *Price College of Business, University of Oklahoma*
- 11/6/15 Teaching Scholars Initiative, “Diversity, Equity, and Inclusion.” Center for Teaching Excellence, Memorial Union 3rd Floor, Scholar's Room, *University of Oklahoma*

Research Activities

- 5/10/23 Re(defining Allyship): Racial and Gender Equity in Academia, *Academy of Human Resource Development via Zoom*
- 1/21/21 Human Diversity, Social Justice, and You: A Discussion with Oakland University Professor Dr. Chaunda L. Scott, *Troy Public Library via Zoom*
- 5/19/21 Webinar: Becoming a more inclusive community: Our journey to the “other”, *Troy Public Library, Troy Michigan, via Zoom*
- 4/15/21 Sundown Towns and Route 66, Documentary on Race, Sponsored by the *Bizzell Library, University of Oklahoma*
- 6/5/20: "Diversity Dialogue: Exploring the Impact of Racialized Violence" sponsored by Office of Diversity, Equity, and Inclusion, *University of Oklahoma.*
- 8/20/20 Women and Leadership Virtual Coffee Series Lifestyle Medicine for Our Fast Paced World, *I-WIN International Women in Leadership Forum via Zoom*
- 10/2/20. Invited Participation: It’s Time to Talk: Forums on Race, *Rankin Foundation via Zoom*
- 11/14/20 Beloved Community Dialogue (discussion on race and education). *Rankin Foundation, Athens. GA. via Zoom*
- 12/7/20 Webinar: “Impact of the COVID-19 Pandemic on Work, Worker, and Workplace,” *The Academy of Human Resource Development*
- 3/30/18 Voices in the Margins Writing Workshop, OU Writing Center and the Writing Enriched Curriculum Program, OU Writing Center, Wagner 280, University of Oklahoma.
- 7/2015 Women and Leadership Theory Think Tank, *at George Washington University, Invited*
- 8/2010 Critical Management Studies Workshop, Gender and Diversity Stream, Academy of Management, *at University of Quebec at Montreal*

GRANTS RECEIVED

- Graduate Faculty Research Grant, \$2500. *Diversity training best practices: An exploration of small companies and businesses*, University of Mary Hardin-Baylor, 2010

UNIVERSITY SERVICE

University of Oklahoma

- 2022 Selected to participate as external reviewer for Academic Program Review: Political Science and Religious Studies (October 2022)
- 2014 Selected to participate in “Professor Panel” for Sooner Experience Day
- 2016 Invited to deliver training on motivation to Housing and Food Service Department (Kevin Copeland) spring 2017.
- Regular participation in Fall and Spring Convocation

Dodge College of Arts and Sciences

- Dodge Family College of Arts and Sciences Dean Search Committee (2024--)
- Tenure and Promotion Committee 2021-2022
- Dean’s Advisory Committee on Women’s Issues, 2016
- Jim Sullivan Endowed Scholarship Committee, 2014-2015
- Faculty Search Committee, AFAM Search Committee, Fall 2015 and Spring 2016
- Supported through attendance, African American Achievement Awards and Graduation Celebration, Spring 2016

Department of Human Relations

- Regular attendance at faculty meetings and annual retreats
- Faculty Sponsor – Student Society for Human Relations 2014 to present
- Participation in Human Relations Graduation Hooding Ceremonies (2021-present)
- Appointed by the Department Chair to the Human Relations Graduate Faculty Committee (Chairperson, 2022)
 - Revised the Human Relations Graduate Faculty Criteria

Student Committees

- Doctoral Committee Ehikioya Osolase (2024). Universiti Putra Malaysia
- Doctoral Committee Adria Chappel (2022-completed 2024)
- Doctoral Committee Sage Mauldin (2022- completed 2023)
- Doctoral Committee, Jasmine Austin (2016- completed 2018)
- Graduate Capstone Chairperson: Deidra Smith- (presented Spring 2017)
- Graduate Thesis Committee Member: C. Bojarski (presented Spring 2015)

SERVICE TO THE HUMAN RESOURCE DEVELOPMENT COMMUNITY

Academy of Human Resource Development (AHRD)

- Member 2006 to present
- Board of Directors, (appointment for 2016-2020)

- Anti-racism Committee (2020 to present)
 - Co-chairperson (appointed 2023)
- Co-chair of the Ambassador Initiative: Conference 2023
- Conference Track Chairperson, Critical, Social Justice, & Diversity Perspectives, 2014-2018
- Co-chairperson, Workforce Diversity and Inclusion Special Interest Group, 2013- present
 - Publications Manager, 2010-2012
- Member, Nominations Committee, 2012
 - Chairperson, Nominations Committee, 2013
- Recognized for Leadership, 2012
- Member in the Spotlight, May 2012

Advances in Developing Human Resources Journal

- Editor in Chief (June, 2018 to Dec. 2021); (Jan. 2022 to present)
 - First Black person to hold this appointment for any of the four AHRD sponsored journals
 - First EIC of any AHRD sponsored journal to be appointed for 2 terms
- Associate Editor, 2014-2018
- Editorial Board Member, 2009-2014
- Special Task Force, 2013
- Chairperson, Best Issue Awards Committee, 2011- 2018

Human Resource Development Quarterly

- Board Member 2015-present

Human Resource Development Review

- Board Member, 2015-present
 - Reviewer, “Race Consciousness & Indigeneity in Human Resource Development,” (December 2024).
 - Reviewer, “A Return to Humanism: A Multi-level Analysis Exploring the Positive Effects of Quiet Quitting (**revisions**) (August 2024).
 - Reviewer, “A Return to Humanism: A Multi-level Analysis Exploring the Positive Effects of Quiet Quitting, (April 2024).
 - Best Reviewer for Human Resource Development Review Journal 2021 and 2022 presented at the 2020 Academy of Human Resource Development Conference

New Horizons in Adult and Human Resource Development

- Reviewer, “Plato’s Perspectives on Adult Education”
- Reviewer, “Artistic Autoethnography in Human Resource Development,” (February 2024).

European Journal of Training and Development. (November 2024).

- Reviewer,” To Give Them a Fish or a Fishing Rod: the Impact of

Management Consultants Power Bases on Manager's Development." Published.

Other Memberships

Academy of Management (2023 to present)

International Leadership Association (06/22 to 06/23)

Society of Human Resource Management (2014-2018)

CURRENT RESEARCH

- Philosophical approaches to organizational social justice
- Critical perspectives of antiracism
- Organizational ethics
- Theorizing social identity of leadership with emphasis on Black women leaders
- Spirituality as a response to social oppression