

CURRICULUM VITAE

MARILYN Y. BYRD, PhD

98 Gazebo Street

Huntsville, Texas 77340

936-661-6643 (cell)

mari.byrd@suddenlink.net

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 Mary Hardin-Baylor, Belton, Texas – August 2007 to May 2014

Assistant Professor, Management

Human Resource Management (BMGT 3321 undergraduate & 6221 graduate)

Organizational Behavior (BMGT 3315)

Business Ethics (BADM 4341)

Business Communication (BADM 2312)

Managerial Communication (BADM 6210 graduate)

Texas A & M University, College Station, Texas – August 2004 to May 2007

Graduate Assistant – Research, Texas Center for Adult Literacy and Learning (TCALL)

Research related to evidence-based practice for adult literacy professionals.

Adjunct Faculty, Spring 2007

Organization Development (EHRD)

Teaching Assistant, Fall 2006

Foundations of Human Resource Development (EHRD)

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

Instructor

Business English; Business Communications; Professional Development;

Administrative Office Procedures; Information Technology

Angelina Community College, Lufkin, Texas -January 2003 to May 2009

Adjunct Instructor – Online (WebCT & Blackboard)

Business Principles (BUSI 1301)

Kingwood College, Kingwood, Texas -January 2001 to August 2007

Adjunct Instructor- Online (WebCT & Blackboard)

International Business (BMGT 2341)

Human Relations (HRPO 1311)

Personal Finance (BUSI 1307)

Strategic Management (BMGT 2303).

University of Phoenix – Online -October 2002 to September 2004

Practitioner Faculty

Operations Management

Huntsville Independent School District, Huntsville, Texas -September 1991 to May 1995

Substitute Teacher (Part-time)

Taught all grade levels K-12; Instructed students according to teacher's daily lesson plans; Created lesson plans when appropriate.

Mentor for HOSTS (Helping One Student to Succeed) program

PRACTITIONER WORK HISTORY

Texas Department of Criminal Justice, Records and Classification Department – Huntsville, Texas
Program Administrator – October 1995 to August 2003

Managed and coordinated daily business operations and human resource activities

Interviewed and hired clerical staff

Prepared job descriptions

Supervised and trained clerical staff

Assisted and coordinated the preparation of training and operational manuals

Evaluated employee performance

Prepared and responded to correspondence

PUBLICATIONS

Books

Byrd, M., & Scott, C. (Editors /Authors). (2014). *Diversity in the workforce: Current issues and emerging trends*.

Scott, C., & Byrd, M. (Editors). (2012). *Handbook of research on workforce diversity in a global society: Technologies and concepts*. Hershey, PA: IGI

Book Chapters

Byrd, M., & Hughes, C. (under review). A paradigm shift for diversity management: From promoting business opportunity to optimizing lived career work experiences.

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

Book Chapter, Invited

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*. Santa Barbara, CA.: Praeger (ABC-CLIO).

Book Chapter (in press)

Byrd, M. A social justice paradigm for human resource development: Philosophical and theoretical foundations. *Handbook of Human Resource Development: The Discipline and the Profession*

Peer Reviewed Journal Articles

- 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*, 27(2).
- 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.
- Byrd, M. (2005). Texas' curriculum & instruction indicators of program quality (IPQs) for Adult Education: Are they evidence-based? *Texas Center for the Advancement of Literacy & Learning, Literacy Links*, 9(4), 12-16.
- 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.

Peer Reviewed Journal Articles Under Review

- Byrd, M. (under review). *Emancipatory Spirituality: A Philosophical & Social Justice Perspective*

Peer Reviewed Journal Articles Accepted

- Byrd, M. Y. (accepted). *Intersectionality: a Critical Framework for Examining Social Identity Diversity*

Proceedings

- 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.

Media Review, Invited

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

PRESENTATIONS

- Academy of Human Resource Development 2013 Conference, Scholar Practitioner Track
- Academy of Human Resource Development 2012 Conference, Innovative Session
- Academy of Human Resource Development 2011 Conference, Research Roundtable
- International Academy of Business and Public Administration Disciplines (IABPAD) 2010 Conference
- Critical Management Studies, Academy of Management Pre-Conference, 2010
- Academy of Human Resource Development 2010 Conference, Scholar Practitioner Track
- Academy of Human Resource Development 2009 Conference, Research Roundtable
- Academy of Human Resource Development 2008 Conference, Book Review
- Academy of Human Resource Development 2007 Conference, Theory Symposium

Commission on Adult Basic Education Conference, April 2006

Academy of Human Resource Development 2006 Conference, Theory Symposium

Correctional Educators Conference, 2005

FACILITATION

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

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

Socio-cultural realities of leadership: Perspectives from African American women leaders, (Webinar: co-presenter and discussant). Broadcast via www.ahrd.org. February 2010

GEMSTONES (organization for the personal development and growth of young women), Personal Finance Workshop, Huntsville, TX. 2007 & 2008

College Station Police Department, *Field Officers' Training Program*, College Station, TX. 2006

FACULTY DEVELOPMENT

Lilly Conference on College and University Teaching and Learning, 2013 & 2012

UMHB, College of Business monthly teaching, research, and technology seminars

UMHB, Center of Learning and Teaching (CELT) seminars

GRANTS RECEIVED

Faculty Development Grant, 2012

Graduate Faculty Research Grant, *Diversity training best practices: An exploration of small companies and businesses*, 2010

PROFESSIONAL ORGANIZATIONS SERVICE

Memberships

Academy of Human Resource Development (AHRD)

Academy of Management (AOM)

Editorial Appointments

Associate Editor, *Advances in Developing Human Resources* (2012-2015)

Editorial Board Member, *Advances in Developing Human Resources* (2009-2012)

Membership Committees

Track Chairperson, Critical Social Justice & Diversity Perspectives, Academy of Human Resource Development, 2014 Conference in the Americas

Chairperson, Workforce Diversity and Inclusion Special Interest Group, 2013

Chairperson, Nominations Committee, Academy of Human Resource Development, 2013

Member, Nominations Committee, Academy of Human Resource Development, 2012

Publications Manager, Cultural Diversity Special Interest Group, Academy of Human Resource Development, 2010-2012

Chairperson, *Advances in Developing Human Resources* Best Issue Awards Committee, 2011-2013

Symposium Chair, Academy of Human Resource Development, 2007

Recognition and Awards

Member in the Spotlight, Academy of Human Resource Development, May 2012

KMPG Peat Marwick Ph.D. Project Conference Award, November 2002

Reviewer

Academy of Human Resource Development Proceedings

Academy of Management Proceedings, Gender and Diversity

Administrative Issues Journal

Advancing Women in Leadership

Human Resource Development Quarterly

Human Resource Development Review

Journal of Management Inquiry

New Horizons in Adult Education and Human Resource Development,

Sage Open

Task Force

Advances in Developing Human Resources Journal Task Force, 2013

Diversity & Inclusion Standards Task Force, Society of Human Resource Management (appointed Oct., 2010)

UNIVERSITY SERVICE

Business Forum (Co-organizer)

College of Business, *Women in Leadership Business Forum*, 2012

Doctoral Dissertation Committee (Served as Outside Committee Member)

Angela Patrick, *Generation Y College Students Workplace Motivation Attitudes*, Capella University, February 2013

MBA Practicum (Served as Committee Chair)

Joshua Pownall, *The NFL's CBA Incentivizes Age Discrimination; Building a Case*, May 2014

Kai Zhao, *A Study to Explore the Impact of Hiring International Employees within U. S. Organizations*, December 2013

Kathryn Hamilton, *Current Trends of Employee Health: How to Promote Health Awareness in the Workplace*, May 2013

Chauntae Brannon, *Adequately Preparing Interns for a Better Future*, May 2013

Antonio Castillo, *Examining Employee Engagement in a Healthcare Organization*, May 2013

Kim Jobke, *A Research Study of Job Satisfaction at Wal-mart*, May 2013

Melodie Ramirez, *The Relationship Between Employee Engagement and Inherent Traits of Amateur Musicians*, May 2013

Li Yu, *Examining Managerial Behavior and Employee Engagement using Gallup's Q12 Research*, May 2013

Mary Beth Kelton, *Human Sex Trafficking: Public Policy and Law in Texas, California, & New York*, December 2012

Jennifer Layton, *Why do Small Businesses Need Performance Appraisals?* December 2012

Erica Winekauf, *Effects of Bullying on Non-targeted Co-workers*, December 2012

Chelsea Abercrombie, *Inter-generations in the Workplace as a Diversity Topic*, December 2011

Nicholas Brown, *Organizational Performance, Commitment, and Motivation in Sports Organizations*, December 2011

Anthony Bowen, *Bed Management Software*, July 2011

Josie Browder, *Strategic Planning in Small Businesses*, December 2009

MBA Practicum Committee (Served as Member)

Mandolen Mull, *Examining Organizational Commitment in a Rapidly Growing Organization*, December 2011

Nithi Amornpipithkul, *The Challenges of Thai Restaurants in Texas and the Utilization of a Database Management System*, December 2011

Peter Yang, *A Business Plan for Orient Tech*, Spring 2011

Ashlee King, *Equal Employment Opportunity: Comparison of Policies in Regards to Women Internationally*, Spring 2010

Barry Meier, *Teller Capture at Extraco Banks*, Spring 2008

University Committees

Christian Planning Committee (2013)

Chairperson, Diversity Committee, Faculty Assembly, University of Mary-Hardin Baylor (2010-2012)

University Committees, cont'd

Nominations Committee, Faculty Assembly Officers, University of Mary Hardin-Baylor, 2010

Co-chairperson for the Texas Center for Adult Literacy and Learning Fellow Award, Texas A & M University, 2005-2007

University Recognition and Awards

Excellence in Scholarship nominee, University of Mary Hardin-Baylor, 2011

Excellence in Scholarship nominee, University of Mary Hardin-Baylor, 2010

Featured in *Life Magazine*, University of Mary Hardin-Baylor, 2010

Graduate Teaching Academy Fellow, Texas A & M University, April 2006

Diversity Fellowship Award, Texas A & M University, August 2004

CURRENT RESEARCH AGENDA

Organizational social justice and social change

Experiences of intersectionality in leadership

Issues emerging from workforce diversity

Spirituality as a response to social oppression

Organizational ethics (emerging research)

REFERENCES

Dr. Shani Carter, Rhode Island College, Providence, RI.
scarter@ric.edu 401-456-9598

Dr. Tiffany DeLuze, University of Mary Hardin-Baylor
tdeluze@umhb.edu 254-295-4656

Dr. Clarethia Hughes, University of Arkansas, Fayetteville, AR.
chbanks@uark.edu 479-575-2047

Dr. James Moten, University of Mary Hardin-Baylor
jmoten@umhb.edu 254-295-4687

Dr. Chaunda Scott, Oakland University, Rochester, MI.
cscott@oakland.edu 248- 370-4171

Dr. Christine Stanley, Texas A & M University, College Station, TX.

cstanley@tamu.edu 979-458-2905