

# Tim Herd

[herdtimo@g.ucla.edu](mailto:herdtimo@g.ucla.edu)

[timjherd.com](http://timjherd.com)

## Education

---

University of California, Los Angeles

Doctor of Philosophy (PhD): Higher Education & Organizational Change

Master of Arts (MA): Higher Education & Organizational Change

Cumulative GPA: 3.9/4.0

**September 2021 – Present**

**September 2021 – June 2022**

University of Pennsylvania

Master of Science in Education (M.S.Ed.): Higher Education

Cumulative GPA: 4.0/4.0

**May 2020 – May 2021**

Michigan State University (MSU)

Bachelor of Arts: Elementary Education

Cumulative GPA: 3.49/ 4.0

Major GPA: 3.71/4.0

**September 2015 – December 2019**

## Research Appointments

---

Understanding Black UCLA Student Response to Proposition 209

Principal Investigator | Los Angeles, CA

**Sept. 2022 - Present**

- 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

Principal Investigator | Los Angeles, CA

**Sept 2021 - May 2022**

- 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

Research Assistant | Virtual

**May 2021- September 2021**

- 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?

Principal Investigator | Virtual

**January 2021 – May 2021**

- 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 Flennaugh
- Presented gathered information at the MSU Undergraduate Research Forum in 2017

## Honors and Awards

- 
- |  |              |
|--|--------------|
| • NYU Faculty First Look Fellows   | Spring 2025  |
| • National Black MBA Association Scholar Recipient   | Fall 2024    |
| • MCUAAAR/PRBA Summer Mentoring Workshop for Advanced Doctoral Students                          | Spring 2024  |
| • Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education | Spring 2024  |
| • Featured Student Eudaimonia Society Member   | Spring 2024  |
| • Philip N Clark Memorial Award  | Fall 2023    |
| • University Fellowship (UCLA)   | Fall 2021-23 |
| • Wasserman Dean's Award (UCLA)  | Fall 2021-25 |
| • 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

## Publications

---

### Peer-reviewed Manuscripts

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

### Manuscript [In progress]

**Herd, T.** Choosing your role models wisely. (2nd Ed), Men to men. Discovery House. (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.** (2024). *Navigating Graduate School: Unwritten Rules for Success (opinion)*. Higher Education Digest.  
<https://www.highereducationdigest.com/navigating-graduate-school-unwritten-rules-for-success/>

**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/>

## National and International Conference Presentations

---

**Herd, T.** (2024). Understanding Black UCLA Students Response to Proposition 209. PowerPoint Presentation presented at the National Conference of Black Political Scientists annual meeting. Los Angeles, CA

**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

## Postsecondary Teaching

---

Michigan State University

January 2020 – May 2020

Undergraduate Courses

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

## Invited Professional Development Consultancies

---

Posse Foundation | New York, NY (Virtual)

November 2022 – April 2024

Independent Contractor/ Retreat Facilitator

- Co-facilitate two-to-three day retreats with one of the 66 colleges partnered with Posse Foundation across the country
- Collaborate with Posse trainers, faculty, and staff to implement curriculum targeted at developing leadership skills
- Motivate and connect with Posse Scholars through team-building activities and opportunities to build own skills
- Adjust curriculum based on own understanding of the current climate at a respective college to achieve optimal learning

North Carolina State University, Raleigh, North Carolina

June 2019 – November 2022

Independent Contractor/ Mentor Developer

- Created and launched mentorship training curriculum used for mentors and mentees this e-mentoring program
- Facilitated training sessions for college mentors that would mentor with secondary students over a four-year period
- Provided expertise within mentorship field to larger e-STEM team to build outreach within Raleigh community

Wondermind, Los Angeles

April 2022 – July 2022

Independent Contractor/ Creative Consultant

- Developed curriculum and reports that aimed to destigmatize mental health for Selena Gomez' new mental health company
- Leveraged personal relationship and networks in order to provide external perspective around topic of mental health
- Offered innovate strategies to market the podcast branch of this organization to diverse audiences

Michigan State University

January 2020 – May 2020

Independent Contractor/ Professional Aide

- 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
- Offered 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

---

### 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

Navigating Graduate School (CBCE Conference) (August 2024)  
Moderator

Black Grads Rising (UCLA Black Graduate Student Association) (September 2023)  
Panel Member

Black Student Activism (CBCE Conference) (August 2023)  
Panel Member

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**

## Service & Leadership

---

### **Institutional Service**

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

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

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

### **Field Service**

Council of Urban Professionals (LA Chapter) **August 2024 – Present**  
 Fellow

- 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 **January 2024 – Present**  
 Co-Founder

- 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

### **Community Service**

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

- 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

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
- Developed programming to support student development academically and socially

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 100+ Black males at Michigan State University (MSU)
- Facilitated bi-weekly programs used to inform all members about relevant social issues
- Volunteered weekly in the East Lansing and Lansing communities while developing mentorship relationship with undergraduate students and K-12 Lansing and East Lansing students
- 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 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
- Organized events targeted towards professional development for graduate students