

Tim Herd

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Education

University of California, Los Angeles

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

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

September 2021 – Present

September 2021 – June 2022

University of Pennsylvania

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

May 2020 – May 2021

Michigan State University (MSU)

Bachelor of Arts: Elementary Education

September 2015 – December 2019

Publications

Peer-reviewed Publications

Warren, C. A., Wellborn-Watts, C. P., & Herd, T. (2025). Teacher beliefs about race, conceptions of empathy, and Black boys: S-TEAAM 2.0. *AERA Open*, 11(1), 1-27. <https://doi.org/10.1177/23328584251326910>

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

Book Chapters

Herd, T. (2025). Relate: Choosing Your Role Models Wisely. In June, Mathis, & Parker (Eds.), *Man To Man: African American Voices on Faith, Wisdom, and Perseverance* (2nd ed., pp. 141-151). Our Daily Bread Publishing.

Book Chapters [Accepted]

Askew, D. & Herd, T. (2025). Writing and Healing Through Community: A Green Book Approach for How Writing Groups Foster the Well-being of Black Doctoral Scholars. *Higher Education Green Book*.

Opinion Editorials

Herd, T. (2025). *#Dancingtothephd* (opinion). *Diverse: Issues in Higher Education*.

<https://www.diverseeducation.com/opinion/article/15746723/dancingtothephd>

Herd, T. (2025). *The Role of Creative Consultants in Higher Education Reform* (opinion). *Higher Education Digest*. <https://www.highereducationdigest.com/the-role-of-creative-consultants-in-higher-education-reform/>

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/>

Research Appointments

Understanding Black UCLA Student Response to Proposition 209 **Sept. 2022 - Present**
Principal Investigator | Los Angeles, CA

- Developed a project examining the ways in which 10 Black UCLA alumni responded to the proposition between 1995 and 2002 through their interaction with the administration and the UC Board of Regents

Examining White K-12 Suburban School Districts' Response to CRT & Anti-Blackness **Sept 2021 - May 2022**
Principal Investigator | Los Angeles, CA

- Developed a 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 **May 2021- September 2021**
Research Assistant | Virtual

- 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? **January 2021 – May 2021**
Principal Investigator | Virtual

- Conducted research analyzing the network of board of trustees members at the University of Pennsylvania
- Collaborated with the former Executive Vice Chancellor for the Pennsylvania State System of Higher Education (PSSHE) to provide in-depth detail about the connection between UPenn trustees and affiliation with

MSU Summer Research Opportunity Program (SROP), East Lansing, MI **May 2018 – July 2018**
Summer Scholar

- Developed an evaluation model that measures 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 teachers' empathy for students of color
- Presented research at the 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

- Conducted research on school discipline among students of color in collaborated with Dr. Dorinda Carter-Andrews and Melissa Gutwein

- Analyzed the gathered qualitative data and created a codebook to make distinctions on specific topics

MSU Summer Research Opportunity Program (SROP), East Lansing, MI
Summer Scholar

May 2017 – July 2017

- Developed a research project focused on closing the opportunity gap for Black Males in K-12 education
- Designed and presented a research poster at the Mid-Michigan Symposium for Undergraduate Research
- Participated in a 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
Summer Undergraduate Researcher

July 2016 – May 2017

- Piloted research project to collect data on what students of color anticipate they will experience at a predominantly White institution, with assistance from Dr. Terry Flennaugh
- Presented gathered information at the MSU Undergraduate Research Forum in 2017

Honors and Awards

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| • Melvin C Terrell Scholar | Fall 2025 |
| • Gardener Seminar Scholar | Fall 2025 |
| • Just Education Policy Institute Fellow | Fall 2025 |
| • NYU Steinhardt Faculty First Look Fellow | Spring 2025 |
| • Council of Urban Professional (CUP) Fellow | Fall 2024 |
| • National Black MBA Association Scholar Recipient | Fall 2024 |
| • MCAAAR/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 |

National and International Conference Presentations

Herd, T (April 2026). *Affirmative Action No More: Unpacking UC Regents' Response to Special Policy 1 (SP-1) & Special Policy 2 (SP-2)*. Paper to be presented at the American Association for Blacks in Higher Education annual meeting. Los Angeles, CA.

Askew, D., & **Herd, T.** (April 2026). *We Wrote Ourselves In: The Doctoral Student Writing Collective as a Blueprint for Belonging*. Paper to be presented at the American Association for Blacks in Higher Education annual meeting. Los Angeles, CA.

Askew, D., & **Herd, T.** (April 2026). *Spaces of Joy, Sites of Resistance: Black Placemaking in Doctoral Education*. PowerPoint Presentation to be presented at the National Association of Student Personnel Administrators Conference annual meeting.

Herd, T. (2025). *Fight the Power! Using Collective Action to Counter the Status Quo*. PowerPoint Presentation presented at the Critical Race Studies in Education Association Conference. Detroit, MI.

Herd, T. (2025). *The Time is Now: White Suburban School District Response to Diversity, Equity, Inclusion, & Anti-Blackness*. Presented at the American Educational Research Association annual meeting. Denver, CO.

Herd, T. (2025). *The End of Affirmative Action: Unpacking UC Regents Response to SP-1, SP-2, and Proposition 209*. Paper presented at the American Educational Research Association annual meeting. Denver, CO.

Askew, D., & **Herd, T.** (2025). *Writing Together: Fostering Belonging for Black Doctoral Students*. Paper presented at the American Association for Blacks in Higher Education annual meeting. Washington, D.C.

Herd, T. (2025). *The Time is Now: White Suburban School District Response to Diversity, Equity, Inclusion, & Anti-Blackness*. Paper presented at the American Association for Blacks in Higher Education annual meeting. Washington, D.C.

Herd, T. (2025). *Understanding Black UCLA Student Response to Proposition 209*. PowerPoint Presentation presented at the American Educational Research Association annual meeting. Washington, D.C.

Askew, D., & **Herd, T.** (2025). *Collective Words, Collective Healing: The Role of Writing Groups in Fostering Community and Belonging for Black Doctoral Students*. PowerPoint Presentation presented at the National Association of Student Personnel Administrators Conference annual meeting. New Orleans, LA

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 a position to reconceptualize the framework of this course by developing a more culturally relevant syllabus
- Facilitated weekly hour-long conversation with 19 fraternity men about histories of European confraternities while examining the role of masculinity shaping American NPH and IFC fraternities
- Conducted an exploratory survey analyzing fraternity men's perception of masculinity and leadership before and after study abroad in Barcelona

Invited Professional Development Consultancies

De Anza College

January 2026

Practitioner in Residence

- Serve as an invited expert to support faculty across AI development to empower faculty members to advance their work, broaden their impact, and deepen their engagement
- Facilitate bi-weekly discussions with De Anza faculty members regarding their understanding of AI and their implementation as well
- Develop white paper reports based on engagement with faculty that are shared with the Dean and higher management in the college

Equity Research Cooperative (EqRC) | Philadelphia, PA

January 2025 – December 2025

Graduate Research Fellow

- Synthesize robust data and information moving across an ecosystem of partner organizations and organize that information into real-time learning opportunities
- Facilitate monthly conversations with other evaluation partners to align research agendas, timelines, communications, and findings dissemination
- Play a key role in the planning, design, data collection, analysis, and reporting at 3-6 case study institutions
- Socialize EqRC's evaluation efforts to institutional partners and facilitate the communication of reporting evaluation findings

Posse Foundation | New York, NY (Virtual)

November 2022 – April 2024

Independent Contractor/ Retreat Facilitator

- Co-facilitated intensive, multi-day leadership retreats across a national network of 66 partner colleges, fostering high impact engagement and skill development among diverse student cohorts
- Collaborated with cross-functional stakeholders—including university faculty, administrative staff, and trainers—to seamlessly execute a comprehensive leadership curriculum for Posse Scholars
- Dynamically adapted programmatic content and team-building initiatives to align with the unique cultural and sociopolitical climate of each respective institution, optimizing learning outcomes and student connection

North Carolina State University, Raleigh, North Carolina
Independent Contractor/ E-Stem Curriculum Developer

June 2019 – September 2024

- Developed and deployed a comprehensive e-mentoring curriculum, establishing standardized training frameworks and resources for both mentors and mentees
- Facilitated longitudinal training cohorts for university-level mentors, equipping them to effectively guide and support secondary students through a five-year developmental pipeline
- Served as the primary mentorship Subject Matter Expert (SME) for the cross-functional e-STEM team, driving strategic community outreach and engagement initiatives across the Raleigh area

Wondermind, Los Angeles

April 2022 – July 2022

Independent Contractor/ Strategy Operations Consultant

- Advised on growth positioning and innovative marketing strategies to launch the podcast branch, leveraging diverse audience insights to drive brand engagement
- Cultivated strategic partnerships and leveraged extensive professional networks to provide critical external insights and culturally responsive perspectives on mental health destigmatization
- devised and presented innovative audience development strategies to accelerate the growth, visibility, and reach of the podcast division across diverse demographic segments

Michigan State University

January 2020 – May 2020

Independent Contractor/ Professional Aide

- Analyzed MSU student success programs while offering practical ways to improve different areas of the program to increase retention of students through peer-to-peer mentorship
- Offered practical ways to improve 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

June 2019 – March 2020

Independent Contractor/ Coach

- Empower high school students through motivational activities and coaching to develop and enhance their skills and prepare them for job opportunities

Lectures/Guest Lectures

University of Maryland, College Park
All Aboard! Curating Community in Times of Chaos

2025

University of Maryland, College Park
Get Out! Examining Ways to Navigate & Create Change In Anti-DEI & Anti-CRT Climates

2024

Keynote Addresses/Invited Speeches

Keynote Addresses

Brotherhood Crusade (**December 2025**). Los Angeles, CA.
Keynote Address: My Educational Journey

UCLA Educational Equity Event (**May 2025**). Los Angeles, CA
Keynote Address: **Creating Educational Equity**

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

The Melanated Podcast (**March 2026**)

Speaker

The Launch (Black Doctors Creative) (**March 2026**)

Moderator

Unmuted: Reclaiming Space and Shaping Culture in Today's Workplace (The Gathering Spot)
(**November 2025**)

Moderator

African American Association of Blacks in Higher Education (AABHE) Lunch & Learn Panel (**June 2025**)

Panel Member

Scholar-Activist: Community Over Institutions (Critical Race Studies in Education Association Conference)
(**May 2025**)

Panel Member

2025 Critical Race Studies in Education Association (CRSEA) Conference (**May 2025**)

Panel Member

EdUp: The Doctoral Student Writing Collective (**May 2025**)

Speaker

Wearing Multiple Hats: Navigating Work-Life Jenga in Academia (AERA, Division J) (**April 2025**)

Panel Member

Virtual Career (Advice) Fair – Academia Panel (University of Pennsylvania Black Alumni Society) (**April 2025**)

Panel Member

Dissertating While Black (In Living Color) (**February 2025**)

Panel Member

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**

WJAR 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 **August 2025 – September 2025**

- Engaged in a groundbreaking effort to redesign our first-year PhD curriculum around five core domains of inquiry: purpose, participation, knowledge, place, and change
- Supported the development of eight foundational courses that will prepare future educational scholars to transcend traditional disciplinary boundaries and address complex educational challenges through methodological pluralism and multiple theoretical perspectives

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

- Represented the undergraduate Black student body population at Michigan State University
- Developed an event and executed a 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 a 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 the 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 freshmen entering the Urban Educator Cohort Summer Program

MSU Department of Student Life, Kellogg Biological Station, Gull Lake, MI **May 2016**
LeaderShape

- Engaged in a week-long intensive program that cultivated leadership skills and qualities

Field Service

Black Doctors Creative, **January 2026**
Founder, Chief Visionary Officer

- Co-founded an interdisciplinary professional network for doctoral-level practitioners (PhDs, JDs, and MDs) in Los Angeles, facilitating high-impact networking mixers and community-building events
- Cultivated strategic partnerships with national corporations to design and implement holistic development programs centered on the social, emotional, and professional advancement of Black doctors across Los Angeles County
- Orchestrated regional engagement initiatives for highly specialized professionals, fostering a collaborative ecosystem and resource-sharing platform for doctoral degree holders in the greater Los Angeles area

Doctoral Student Writing Collective **January 2024 – Present**
Co-Founder, Director of Strategy & Culture

- Lead outreach and growth strategy to expand organizational footprint, successfully securing strategic partnerships with three universities to scale professional development services to 500+ students

- Orchestrate and co-facilitate bi-weekly productivity sessions for a national cohort of 60+ graduate students, fostering a structured and highly engaged academic community.
- Provide strategic professional development and mentorship, directly contributing to the successful defense and degree completion of 50 doctoral candidates.

Community Service

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 a non-profit organization aimed at supporting alumni, students, and families within my hometown
- Developed a mentorship program that pairs current students with alumni for social and academic development

MSU Black Alumni, Inc.
National Board of Directors

January 2021 – December 2024

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

The Turning Point of Lansing
Mentor

November 2017 – November 2019

- 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 7th- 12th grade
- Developed programming to support student development academically and socially

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

August 2017 – May 2019

- Spearheaded the founding of a comprehensive mentorship program for 100+ Black male students at Michigan State
- Orchestrated collaborative leadership initiatives and cross-university programming in partnership with Morehouse
- Delivered measurable academic success, including a 100% first-year retention rate and a 3.0 average cumulative GPA among participants, resulting in the organization's selection as the MSU Student Organization of the Year

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

September 2019 – May 2020

- Developed an 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