

Clyde Wilson Pickett

EXECUTIVE SUMMARY

Results-driven senior-level higher education executive with over fifteen years of combined experience leading various diverse units, developing new initiatives from conception to completion and managing inclusive leadership teams. Areas of expertise include: **leadership/management, curriculum development, strategic planning, academic initiative support, diversity and inclusion promotion, programming, assessment, training, recruiting & retention initiatives, instruction, student services, orientation, budget management, event management, leadership development, cultural competency and advising.**

LEADERSHIP, INITIATIVES & ADMINISTRATIVE EXPERIENCE

Community College of Allegheny County—Pittsburgh, PA

October 2012-Present

Special Assistant to the President for Diversity & Inclusion (Chief Diversity Officer)

The Community College of Allegheny County (CCAC) is a comprehensive community college with four campus locations and four regional centers that serves approximately 40,000 credit/non-credit students per year. CCAC is the largest provider of undergraduate education in Western Pennsylvania. CCAC has an annual operating budget of \$113 million and more than 1,300 employees. As the Chief Diversity Officer and primary advisor to the College President on all diversity, equity and inclusion matters, I am a member of the President's Cabinet (senior leadership team) and provide overall leadership and direction for developing, implementing and monitoring all initiatives, policies, programs and processes that promote and sustain access, equity and inclusion throughout the CCAC system.

Accomplishments:

- Developed & implemented system-wide Diversity Tactical Plan
- Established and organized system-wide cultural competency training for all employees
- Established system-wide academic support initiative for male students of color
- Awarded the Insight Into Diversity HEED Award for excellence in inclusion 2014 and 2015
- Organized and executed a college-wide institutional climate survey and action plan
- Sought out & obtained a \$80,000 in grant funds to college-wide initiatives

Major Responsibilities:

- Lead daily operations of the Office of Institutional Diversity & Inclusion (OIDI), including budget management and supervision of professional staff
- Provide consultation for development and implementation of institution-wide policies and procedures to ensure diversity, equity and respect for all faculty, staff and students
- Establish and cultivate partnerships with community organizations and government agencies to increase educational access to underrepresented populations and communities
- Implement workshops, programs, learning modules and other strategies that promote access, diversity, equity & inclusion
- Lead the college's efforts to ensure diversity with contractor suppliers and cultivate relationships with minority/women/disadvantaged business and enterprises
- Identify and increase the number of outreach programs and activities that target youth of underrepresented groups to promote access to higher education and academic preparation

Institutional Appointments and Service:

- Chair, College Diversity Advisory Committee
- Chair, Chief Facilities Officer Search Committee
- Member, College President Search Committee
- Member, Allegheny President Search Committee
- Member, Administrative Council – Academic Affairs Subcommittee
- Member, National Achieving The Dream Initiative Reform Network Committee

LEADERSHIP, INITIATIVES & ADMINISTRATIVE EXPERIENCE (CON'T)

Ohio Northern University—Ada, OH

June 2005-September 2012

Director of Multicultural Development/ Director of New Student Orientation (Associate Dean of Students)

Accomplishments:

- Developed & implemented retention initiatives resulting in a 43% increase in retention of students of color
- Redesigned and reorganized university-wide student orientation process
- Reestablished and organized a functioning campus Multicultural Center providing oversight of four office staff
- Provided consultation for initiatives that increased the overall population of students of color by 7%
- Increased campus diversity and inclusion programs tenfold
- Increased participation in campus Martin Luther King Jr. Celebration by 220% over three years

Major Responsibilities:

- Coordinated university-wide diversity and inclusion initiatives to support five academic colleges and 3,500 students
- Managed and directed summer orientation sessions for approximately 2,500 students and family members
- Designed, implemented and directed a one-week fall orientation process for approximately 800 students
- Managed and directed operations of campus Multicultural Center including program management, staff supervision, facilities management and resource development
- Collaborated with administrators: managers, directors, deans and vice presidents to oversee development, maintenance and overall professionalism in the area of student life, multicultural diversity and inclusion
- Provided oversight and supervision of Multicultural Student Services
- Developed and implemented a university-wide Student Affairs strategic plan
- Researched, pursued and managed additional revenue streams
- Advised and assisted with the endeavors of seven university student organizations: Black Student Union, Latino Student Union, Open Doors (GLBT Student Organization), World Student Organization, Muslim Student Association, Indian Student Union and Asian American Student Union
- Successfully launched bi-annual African American Alumni Reunion
- Led campus-wide initiative to create a sustained diversity dialogue series
- Collaboratively with Human Resources, launched institutional diversity training initiative (for faculty, administrative staff and support staff)
- In partnership with the Office of Admissions, created and successfully established the Vision Builders Program to recruit diverse students
- Established the Finding U at ONU mentoring initiative
- Organized and implemented First Year Focus Multicultural Student Transitional Program
- Created and distributed new multicultural office brochures
- Created and developed Office of Multicultural Development website: <http://www.onu.edu/multicultural>
- Create and Chair University Diversity Concerns Committee

Institutional Appointments and Service:

- Chair, University Dr. Martin Luther King, Jr. Campus Celebration
- Chair, University Chaplain Search Committee
- Member, University International Affairs Committee
- Member, University Council
- Member, Student Affairs Response Team
- Member, Cultural and Special Events Committee

EDUCATION

Doctor of Education (EdD), Language, Literacy & Culture
University of Pittsburgh—Pittsburgh, PA

Master of Arts (MA), Adult & Higher Education Leadership Emphasis: Counseling
Morehead State University—Morehead, KY

Bachelor of Science, Agricultural Economics
University of Kentucky—Lexington, KY

PROFESSIONAL BOARD SERVICE/COMMUNITY INITIATIVES

- ⤴ **Board of Directors—(Chair)** Hill House Association of Pittsburgh, PA *2014-Present*
- ⤴ **Board of Directors** (appointed)—National Association of Diversity Officers in Higher Education *2015-Present*
- ⤴ **Board of Directors**—Greater Pittsburgh Urban Academy Charter School *2014-Present*
- ⤴ **Board of Directors**—(Secretary) Society for Contemporary Craft of Pittsburgh, PA *2013-Present*
- ⤴ **Board of Directors**—Pittsburgh Urban Magnet Project *2014-Present*
- ⤴ **Board of Directors**—Scout Reach-Boy Scouts of America, Laurel Highlands Council *2013-Present*
- ⤴ **Advisory Committee Member**—YWCA Greater Pittsburgh Center for Race and Gender Equity *2012-Present*
- ⤴ **Member**—National Urban League *2012-Present*
- ⤴ **Executive Vice President** (elected)—John D. O 'Bryant National Think Tank *2013-2015*
- ⤴ **Executive Board Member**—Ohio Diversity Officers Consortium *2008-2012*
- ⤴ **Regional Representative** (elected)—John D. O 'Bryant Think Tank *2009-2013*
- ⤴ **Lifetime Member**—Kappa Alpha Psi Fraternity, Incorporated, International Fraternity *2000-Present*
- ⤴ **Member**—Omicron Delta Kappa, National Leadership Honor Society *2009-Present*
- ⤴ **Executive Board Member at Large** (elected) **Founding Member**—Ohio Consortium of Multicultural Centers in Higher Education *2008-2010*

CONSULTING EXPERIENCE

PSC Consulting, LLC—Pittsburgh, PA **2009-Present**
President of Operations

Major Responsibilities/Accomplishments:

- Oversee executive operations for comprehensive education/diversity consulting firm with three employees
- Designed, planed and delivered two training workshops for 60 employees of American Health Packaging in Columbus, OH on Generational Diversity in the Workplace
- Designed, planed, and delivered a series of trainings for 80 Resident Advisors, 3,500 students and 30 staff members on diversity, multiculturalism and cultural competency
- Designed, planed and delivered a series of strategic planning sessions for Woodland Hills School District leadership team in North Braddock, PA

EXECUTIVE PROFESSIONAL DEVELOPMENT

Attendee—Thomas Lakin Institute for Mentored Leadership *Fall 2013*

- Selected as one of nine participants for the Lakin Institute for Aspiring Community College Presidents

HONORS & AWARDS

- ✧ **Giving Back Award**—Insight Into Diversity Magazine *April 2017*
Honored for exemplary service to the college and greater community
- ✧ **50 Men of Excellence Award**—Pittsburgh New Courier Newspaper *Fall 2014*
Honored for exemplary service to the Greater Pittsburgh Region
- ✧ **Excellence in Service Award**—Ohio Northern University Student Services *Fall 2012*
Honored for service to the campus and students
- ✧ **Award of Service and Excellence**—John D. O' Bryant National Think Tank *June 2011*
Honored for service to the organization as a regional representative
- ✧ **Advisors Award**—Ohio Northern University Muslim Student Association *May 2009*
Honored for outstanding service as an advisor to the organization
- ✧ **Ujima Award**—Lima Community Enrichment Dinner *April 2008*
Honored for community contributions in the area of diversity
- ✧ **Award of Service**—Ohio Northern University Asian American Student Union *May 2007*
Honored for outstanding service as an advisor to the organization
- ✧ **Outstanding Leadership Award**—Ohio Northern University Black Student Union *April 2007*
Honored for outstanding leadership as a mentor and advisor to the organization

PROFESSIONAL INVITED PRESENTATIONS/PUBLICATIONS

- ✧ **Author**—Pickett, Clyde W.; Smith, M; and Felton, James (2017). *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership.* *2017*
- ✧ **Presenter**—National Association of Diversity Officers in Higher Education (NAOHE) Annual Conference *2017*
Washington, D.C. VA
Presented a session on strategic senior leadership strategies to advance outcomes.
- ✧ **Keynote Speaker**—Pennsylvania Black Conference on Higher Education, Pittsburgh, PA *2017*
Provided the keynote speech on the impacts of diversity and inclusion on higher education leadership
- ✧ **Presenter**—Minority Male Community College Collaborative (M2C3) Webinar *2016*
Served as the lead presenter for a workshop examining institutional support for male students of color
- ✧ **Presenter**—American Association of Community Colleges (AACC) Webinar *2016*
Served as the lead presenter for a workshop examining strategic diversity planning for community colleges
- ✧ **Presenter**—National Alliance on Partnerships in Equity (NAPE) Summit, Alexandria, VA *2016*
Presented on strategic community partnerships to promote Career and Technical Education to traditionally underrepresented populations.
- ✧ **Presenter**—American Association of Community Colleges (AACC) Annual Convention, Chicago, IL *2015*
Conducted a workshop examining the role of the Chief Diversity Officer at the community college
- ✧ **Facilitator**—National Conference on Race and Ethnicity (NCORE), Washington, DC *2015*
Co-facilitated conference special session featuring the President of Howard University, Dr. Wayne A.I. Frederick

PROFESSIONAL INVITED PRESENTATIONS (CON'T)

- 2014
^
Lead Facilitator—Tri-State Diversity Conference, Cincinnati, OH
 Facilitated a full day pre-conference institute focusing on critical diversity and inclusion initiatives in society
- 2014
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Lead Facilitator—National Conference on Race and Ethnicity (NCORE), Indianapolis, IN
 Facilitated a pre-conference institute focusing on African American student experiences with race related incidents on predominately white college campuses
- 2013
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Facilitator—President’s Interfaith and Community Service Campus Challenge, Washington, DC
 Facilitated a panel discussion on Interfaith initiatives at Community Colleges at Georgetown University
- 2013
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Facilitator—National Diversity & Leadership Conference, California, PA
 Facilitated a panel discussion on the importance of professional networking
- 2013
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Keynote Speaker—Kappa Endowment Scholarship Fund of Western PA Scholarship Luncheon, Pittsburgh, PA
 Provided the keynote speech on the importance of pursuing scholarships
- 2011
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Facilitator—Ohio Northern University Office of Career Services, Ada, OH
 Designed and presented four diversity presentations on diversity in the workplace
- 2011
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Keynote Speaker—Black History Month Celebration at Hanover College, Hanover, IN
 Provided the keynote speech on the importance of celebration of Black History
- 2010
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Lead Facilitator—National Conference on Race and Ethnicity (NCORE), National Harbor, VA
 Co-facilitated a pre-conference institute focusing on African American Professionals in Higher Education
- 2010
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Presenter—National Conference on Race and Ethnicity (NCORE), National Harbor, VA
 Presented: *Survival 101—Student Athlete Success Strategies*
- 2010
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Presenter—National Conference on Race and Ethnicity (NCORE), National Harbor, VA
 Presented: *Revisiting the Great Debate—President Obama vs. Dr. W.E.B. DuBois*
- 2010
^
Facilitator—OACAC Guiding the Way to Inclusion Conference, Cleveland, OH
 Designed and presented: *Blueprint for Success: Organizing a Successful Multicultural Office*
- 2008 & 2010
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Facilitator—Hardin County Health Department, Kenton, OH
 Designed and presented cultural competency training for the Kenton/Hardin County Ohio Health Department
- 2009
^
Presenter—National Conference on Race and Ethnicity (NCORE), San Diego, CA
 Presented: *Surviving the Game: Success Strategies for Student Athletes*
- 2008
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Presenter—International Conference on Diversity in Organizations, Communities & Nations, Montreal, Canada
 Presented: *Successfully Mentoring Students of Color*
- 2008
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Presenter—National Conference on Race and Ethnicity (NCORE), Orlando, FL
 Presented: Finding U at ONU and other institutions- a synopsis of the expansion of a successful mentoring program
- 2008
^
Presenter—College Board Dream Deferred Conference, Los Angeles, CA
 Conference topic- the Future of African American Education.
 Presented: *Finding U at ONU and at Other Institutions; a Synopsis of the Expansion of a Successful Mentoring Program*
- 2008
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Facilitator—OACAC Counselor of Color Workshop, Oxford, OH
 Designed and presented: *Mentoring—Your Guide to Connecting with your Students*

PROFESSIONAL INVITED PRESENTATION (CON'T)

- ^ **Keynote Speaker**—Facets of Diversity Conference, Marietta, OH 2008
Provided the keynote speech on diversity in the greater society
- ^ **Presenter**—National Conference on Race and Ethnicity (NCORE), San Francisco, CA 2007
Presented: *Finding U at ONU and at Other Institutions; a Synopsis of the Expansion of a Successful Mentoring Program*
- ^ **Keynote Speaker**—Kappa Tau Chapter of Kappa Alpha Psi Fraternity, Inc., Lexington, KY 2007
Provided the keynote speech on the steps to achievement at the Achievement Week Banquet

ACADEMIC INSTRUCTION EXPERIENCE

- ^ **Adjunct Instructor**—Community College of Allegheny County, Pittsburgh, PA 2015-Present
Developed curriculum and teach: *SDS-104 Leadership 1: Community Engagement and Strategic Leadership*
- ^ **Instructor**—Ohio Northern University Education Department, Ada, OH 2009-2011
Taught: *Education 115: Culture and Schooling*—a class focusing on the impact of multiculturalism in the classroom
- ^ **Instructor**—Ohio Northern University First Year Experience Seminar, Ada, OH 2006-2010
Taught: *Examining Diversity in Greater Society*
- ^ **Instructor**—Ohio Northern University Pharmacy Program, Ada, OH 2009
Taught: *Importance of Cultural Competency with Patients in Health Care* to Profession of Pharmacy sections 4, 5 & 6
- ^ **Instructor**—Ohio Northern University Sociology Department, Ada, OH 2008-2009
Taught: *Sociology 201: Modern Social Problems*—a class focusing on the impact of racism and classism on society
- ^ **Instructor**—Ohio Northern University Nursing Program, Ada, OH 2008-2009
Taught: *Focusing on Strategies to Connect Culturally with African American Clients*
- ^ **Instructor**—Ohio Northern University Pharmacy Program, Ada, OH 2008
Taught: *Cultural Competency with Hispanic/Latino Clients in Health Care Promotion* to Profession of Pharmacy section 4
- ^ **Instructor**—Ohio Northern University Nursing Program, Ada, OH 2006
Taught: *Focusing on the Impact of Diversity on the Nursing Field and on Global Health in Society* to Nursing Students