

SYDNEY DAVIS RICHARDSON, Ph. D.

Contact Information

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EDUCATION

- Ph.D. in Educational Studies (Cultural Studies concentration) December 2011
The University of North Carolina at Greensboro
Dissertation Title: My Quest for Meaning: Wishes of Adult Women Learners
- M.A. in English (African American Literature concentration) May 2005
North Carolina Agricultural and Technical State University
- B.A. in Political Science May 2002
The University of North Carolina at Greensboro

RESEARCH INTERESTS

Women and Gender Studies; Diversity, Equity, Inclusion and Access; Self-Leadership; Cultural Studies and Literature

PROFESSIONAL EXPERIENCE

- Department Chair/Associate Professor Jan. 2021- present
North Carolina A&T State University
I serve as Associate Professor and Department Chair of the department of Leadership Studies, Adult Education, and School Administration. I oversee curriculum, advising, and I teach and research. The program provides a Ph.D program and two Master's programs.
- Dean, College and Career Readiness Jan. 2018- Dec. 2020
Forsyth Technical Community College
As part of the Department of Economic and Workforce Development, I oversee the College and Career Readiness office. My area serves students enrolled in Adult Basic Education, Adult High School /High School Equivalency, and English as a Second Language program, leading them to either post-secondary pursuits or Economic and Workforce Development programs. In this role, I oversee five Coordinators, two administrative assistants, nineteen part-time staff members, along with forty part-time faculty members. In this position, I serve on the board of Experiment in Self-Reliance and the Piedmont Regional Triad Workforce Board.

Highlights

- Piloted the VITA Program for Forsyth Tech students, faculty, staff, and Winston-Salem community;
- Established ESL class at local business for their employees;
- Streamlined retention efforts and student tracking processes;
- Hired new ESL Coordinator and Data Analyst;
- Worked with ESL Coordinator to create ESL curriculum;

- Worked with ABE and AHS Coordinator to update both curriculums, lesson plan formats, create instructor evaluation guidelines, and create class observation processes and benchmarks;
- Streamlined communication between all areas of the department and to students.
- Started a chapter of the National Adult Education Honor Society and inducted first members;
- Created practices for students to progress through the CCR program and into curriculum and Economic and Workforce Development programs in a timely manner;
- Worked with Data Team and Coordinators to streamline orientations, testing processes, and student placements;
- Hired high-quality instructors to teach in the CCR program, leading to increased performance among students;
- Realigned positions in the department and eliminated positions that were no longer needed;

Dean, Adult Education

Jan. 2015- Dec. 2017

Salem College

Salem College is a liberal arts women's college in Winston-Salem, North Carolina, with a co-ed adult and graduate program. As Dean of Adult Education, I was charged with overseeing three major areas: 1) admissions and enrollment for adult degree-seeking students, 2) retention and student success initiatives, and 3) academic program development and outreach. In the area of program development, I regularly meet with department chairs and the director of graduate education on new program initiatives that would serve current and future adult students. As a result, research for a new education program began underway, along with a Master's of Clinical Counseling degree through the Psychology department. Because Salem's Student Affairs Office was responsible for traditional-age students, I served as the Student Affairs representative for the adult students. In this role, our department organized orientation sessions, rolling admissions, student advising, and crisis management. I also served on the Strategic Planning Committee, Threat Assessment, Committee on Community (diversity committee), Dean's Council, Graduate Education Committee, Admissions Committee, Women's and Gender Studies Advisory Committee, and I chaired the Adult Student Advisory Committee. I managed the adult education departmental budget, supervised the adult education staff, and was responsible for policies and procedures regarding adult students.

Highlights

- Collaborated with Financial Aid to establish a Phi Theta Kappa Scholarship for entering adult students;
- Partnered with three community colleges in efforts to enroll more of their students at Salem College;
- Partnered with the graduate school to increase adult student enrollment;
- Collaborated with the Office of Student Affairs and the Counseling department in efforts to better serve adult students during times of crisis;
- Partnered with community organizations to serve adult students in crisis and with no insurance;
- Served as adult student representative for Early Alert and Crisis Management team;
- Was responsible for Enrollment and Advisement of incoming and undeclared adult students.
- Created a communications management plan and new marketing campaign, which increased adult student inquiries by 60%; piloted a cohort for "at-risk" adult students where we retained 77% in its first year, and 100% in its second year;
- Reduced our step-out rate by 57%, implemented new advising methods that focused on a clear path to graduation, and incorporated career and academic planning; and

- Worked with Student Affairs to include adult and off-campus students in SGA. Student body voted to let adult students and off-campus students join campus clubs and SGA.

Director of the Writing Center/Instructor-Assistant Professor of Education/Affiliated faculty of
Women and Gender Studies 2007-2014
Salem College

In these positions, I started as an Instructor and was promoted to Assistant Professor. Within the Writing Center, I partnered with the Director of Academic Support on tutoring and retention efforts for the campus body (undergraduate through graduate students), hired and trained writing tutors, designed and presented student and faculty workshops, conducted writing center assessments, and taught writing tutor courses. Under my leadership, the writing center staff consisted of peer traditional-age and non-traditional age tutors, and tutors from various disciplines. As an Instructor and then Assistant Professor, I taught Multicultural Education to undergraduate and graduate education students (face-to-face and online), taught and created first-year seminar courses as part of the First-Year Experience program for traditional age and non-traditional age students, taught Introduction to Women's Studies, and advised first-year students, undergraduate Education students, and graduate students getting their M.A. in Teaching and Master's in Education. Throughout the time, I have served on academic committees, advisory boards, and search committees.

Highlights

- With faculty approval, I created a writing center internship option that all students can now take advantage of, regardless of their major;
- Collaborated with the director of writing at a nearby college on tutor-training strategies;
- Developed online workshops for off-campus students, adult students, and graduate students;
- Offered online appointment scheduling and asynchronous paper review for off-campus and adult students;
- Created writing workshops for ESL learners; and
- Advised six M.A.T. students on their thesis projects.

Tutor for the Center for Student Success/Adjunct Instructor 2004-2007
North Carolina A&T State University Greensboro, NC

Working in the Center for Student Success, I tutored student athletes in Writing, Literature and Political Science, and I assisted the Director for Student Success with filing reports and organizing student data. I also taught four to five courses in English and Humanities per semester.

TEACHING EXPERIENCE

Salem College 2008-Fall 2017:

SIGN. 130 Women and Poverty (Fall 2016, 2017/online and hybrid)

SIGN. 120 Global Awareness (Spring 2011- Spring 2015)

SIGN. 110 First-Year Seminar (Fall 2010-Fall 2014)

EDUC 122/522 Multicultural Education (undergrad and grad blended course/online, face-to-face, and hybrid) (fall 2009- fall 2014)

ENGL. 211 Advanced Composition (Spring 2013)

SIGN. 112 Academic Writing Seminar (Fall 2010-2011)

WMST 220 Special Topics: Rhetorical Agency and the Female Gaze in Film (Fall 2011)

ENGL. 102 College Writing II: Writing About Literature (Spring 2009)

ENGL. 101 College Writing I: Composing Academic Essays (Fall 2008- Spring 2009)

WMST 204 Introduction to Women Studies (rotating and ongoing)

Forsyth Technical Community College Summer 2008:

ENGL. 111 Expository Writing

ENGL. 112 Argument Based Research

North Carolina A&T State University 2005-2007:

ENGL. 100 Composition I

ENGL. 101 Composition II

ENGL. 201 Survey of Humanities I

ENGL. 202 Survey of Humanities II

ENGL. 206 Film and Culture

ENGL. 333 Survey of African-American Literature I (online)

Guilford Technical Community College Spring 2006:

ENGL. 112 Argument Based Research

PROFESSIONAL DEVELOPMENT

Certificate in Advanced and Executive Leadership <i>National Society of Leadership and Success, Walden University</i>	2020
Career Development for Women Leaders <i>Wake Forest University: Office of Women in Medicine and Science</i>	2016-2017
AACRAO Certificate of Completion: Strategic Enrollment Management <i>American Association of Collegiate Registrar and Admissions Officers</i>	Oct. 2016
Graduate Certificate in Teaching Adults English as a Second Language <i>Walden University</i>	May 2014
Graduate Certificate in Women's and Gender Studies <i>The University of North Carolina at Greensboro</i>	May 2012

PUBLICATIONS (ACADEMIC)

- Richardson, S. (2021). Centering Race within Adult Education Theory. *Oxford*. (submitted)
- Richardson, S. (2016, October). Using mistreatment to persist academically. *Journal of Adult and Continuing Education*, doi:10.1177/1477971416672862.
- Richardson, S. (2012). Back to the center: A work in progress. *Southern Discourse* 16 (2), 12-13.

PUBLICATIONS (NON-ACADEMIC)

- Richardson, S. (2020, June). Helping students thrive online. *The Evolllution*. Retrieved from www.evolllution.com
- Richardson, S. (2020, May). Quality over quantity. [Guest blog post] *Triad Moms on Main*. Retrieved from www.triadmomsonmain.com

Richardson, S. (2020, April). College and career readiness: The next enrollment group. *The Evollution*. Retrieved from www.evollution.com

Richardson, S. (2019, April). Don't Ignore your Weaknesses. Work on Them. [Guest blog post] *Professional Women of Winston Salem*. www.pwws.org

Richardson, S. (2019, April). Identifying the Best Mentor for You. [Guest blog post]. *Women's Net Grant Agency*. www.ambergrantsforwomen.org

PRESENTATIONS

"Thriving Under Mandates." Paper presentation. American Association of Adult and Continuing Education. October, 2021. Del Mar, Florida. (accepted, yet declined due to COVID)

"Diversity: Community is Key." Panel presentation. North Carolina Parent/Teacher Association. July, 31, 2021. Virtual.

"Ethical Leadership." Class Presentation. Guilford College. February 2020. Greensboro, NC.

"Creating a Culture of Teamwork." Professional Development Workshop. Guilford College. January 2019 and January 2020. Greensboro, NC.

"Setting the Foundation for One's Leadership." Professional Development Workshop. Forsyth Technical Community College. May 10, 2019. Winston-Salem, NC.

"Meaningful Mentoring." Professional Development Workshop. Professional Women of Winston Salem. May 2019. Winston-Salem, NC.

"Designing Your Future." Conference Workshop. American Business Women Association. April 2019. Winston-Salem, NC.

"Writing the College Admissions Essay." Invited presentation. Crosby Scholars. August 20, 2018 and September 19, 2018. Winston-Salem, North Carolina.

"The Bond That Can't Break: Promoting Social Cohesiveness for Traditional and Non-traditional Students on Campus." Conference presentation. Association for Non-Traditional Students on Campus. March 15-17, 2018. Charlotte, North Carolina.

"Meaningful Mentorship." National Conference of State Legislators-Women's Legislative Network. September 26, 2017. Winston-Salem, NC.

"Nuggets to Build On: Leadership and Women Empowerment." Keynote Address. Leadership Salem Graduation. May 5, 2017. Salem College, Winston-Salem, NC.

"Purpose Over Time." TEDx Winston-Salem Women. October 2016. Salem College, Winston Salem, NC.

"The Tutor-less Writing Center." Conference paper. International Writing Center Association.

October 30-November 1, 2014, Orlando, FL.

“Are we Diverse Yet? Re-examining Diversity in Writing Centers.” Conference paper.
International Writing Center Association Conference, November 3-4, 2010, Baltimore, MD.

“Cultural Strategies: Diverse Administration Equals Diverse Student Body.” Conference paper.
Equity and Social Justice in Education Conference, March 27-29, 2009, Richard Stockton
School of Education Pomona, NJ.

“Comfort Zone: Building Relationships with Adult Students.” Conference paper. Southeastern
Writing Center Association Conference. February 26-28, 2009, Greensboro, NC.

“Thomas Friedman’s The World is Flat.” North Carolina A&T State University.
Dept. of Housing and Residence Life Staff Development. Feb. 2005, Greensboro, NC.

“How to Write an Incident Report.” North Carolina A&T State University. Dept. of
Housing and Residence Life Staff Development, April 2005, Greensboro, NC.

“Study Skills for High Schools Students.” Scholar Bound Incorporated April, 2004, Greensboro,
NC.

GRANTS AWARDED

\$1500.00 Summer Diversity Research Grant, *Salem College*

2012

COMMITTEES (SALEM COLLEGE)

Fleer Center Advisory Council [Chair]

Strategic Council for College Programs

Dean’s Council

Strategic Planning Committee

Innovation Quarter Planning Committee

Women’s and Gender Studies Advisory Committee

Admissions and Scholarship Committee

General Education Committee

Graduate Education Committee

Advisory Board, Center for Women Writers

Committee on the Faculty

College Council on Diversity and Inclusion (formerly Committee on Community)

Search Committees

Biology Search Committee

Education Search Committee

Asst. VP of Diversity and Equity Search Committee

Asst. Dean of Students Search Committee

COMMUNITY SERVICE

Member-Urban Food Policy Advisory Council, *City of Winston-Salem, NC*

2018- 2020

Secretary, *Lewisville Elementary School PTA*

2021

Committee Member-Advocacy Council, *NCPTA*

2021

CURRENT PROFESSIONAL SERVICE

Member, <i>Association of Leadership Educators</i>	2021-present
Member, <i>Association of Continuing Higher Education</i>	2022-present
Member, <i>International Leadership Association</i>	2021- present
Member, <i>National Society of Leadership and Success</i> (inducted)	2019
Board member, <i>Experiment in Self-Reliance, Inc.</i>	2018-2021
Board member, <i>Piedmont Triad Workforce Development Board</i>	2018-2021
Editorial Advisory Board, <i>Journal of Global Education and Research</i>	2017- 2019
Member, <i>American Association for Adult and Continuing Education</i>	2017- present

PAST PROFESSIONAL SERVICE

Peer Reviewer, <i>Current Issues in Education</i>	2012- 2017
Adult Learners and Students with Children KC Representative, <i>NASPA</i>	2016- 2017
Secretary, <i>SEWSA</i> (Southeastern Women's Studies Association)	2016- 2017
Outreach Coordinator, <i>Southeastern Writing Center Association Board</i>	2011- 2013