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| **Professional Overview and Philosophy** |
| As a dedicated lifelong learner who understands that organizations must grow and evolve to meet the needs of an ever-changing society, I believe that the persons working within our nation’s institutions must be willing to develop the skills, knowledge, and leadership necessary to competently and resourcefully shape a better future. Through my wide-ranging experiences in government service and teaching, I recognize that both governmental and private systems significantly affect people’s lives, either positively or negatively. Therefore, I have developed a personal ethos of seeking growth to help others reach their own potential and a professional practice of leading with pragmatism and optimism. With over 40 years of experience in industry, entrepreneurship, state governance, and academia, I strive constantly to apply decades of knowledge to every professional and personal situation in which I find myself. As an employee and then a small business owner (*R. Byrd & Associates*), I consulted with a variety of public and private entities, businesses, manufacturers, and industries regarding administrative, human resources, and governmental compliance issues. These involvements taught me the fundamentals of policy assessment and implementation. As a legislator, I found opportunities to shape policy on many issues and levels, so I used my time in office seeking to improve the lives of individuals ranging from those with special needs to teachers and medical professionals to students at every educational level, as well as business owners (for which I received NFIB recognition). After government service, I pivoted toward education, attaining advanced degrees in Educational Leadership (EdD), Criminal Justice (MS), and Public Administration (MPA). Through teaching in classrooms ranging from a high school alternative classroom to GED classes at a DCS probation reporting center, a jail, and on a technical school campus to conference rooms and industrial plant sites to various state and private colleges, I deepened my belief that education is a master key to successfully navigating life and society. I also found that my education and teaching led me to focus on the particular plight of persons in, or formerly in, prison. Building on my doctoral dissertation, which examined the link between education and recidivism, I coauthored the book, *Sisyphus No More: The Case for Prison Education*, which was published by Rowman & Littlefield in 2021.And now, I seek to apply all that I have learned in classrooms and in the field toward bringing education of all types and levels to underserved communities who need it not just to flourish, but to survive. I am fortunate to have such depth and breadth of experience that I can draw upon in my professional and personal endeavors; so, I live my life primed to accept the next challenge, whether it involves administration, teaching, mentoring, advocating, leading, or all of these and more. |
| **AREAS OF EXPERTISE** |
| * Prison Education & Criminal Justice Issues
* Employee Relations & Management
* Policy Assessment & Implementation
* Communications, Including Public Speaking / Presenting / Interacting with Public
* Strategic Alliance Development
* Problem Solving & Decision Making
* Curriculum / Training Design and Implementation
* Distance / Online Instructional Programs
* Knowledge of SACS/COC Requirements, Program Learning Outcomes
* Research Methods / Qualitative, Quantitative,

& Mixed Methods | * Writing & Maintaining Policy & Procedure Manuals
* Program Management & Strategic Planning
* Funding Processes and Compliance
* Staff Supervision, Evaluation & Development
* Time and Project Management
* Corporate & Media Communication
* Conflict Resolution
* Computer Proficiencies Include MS Office, Computer Testing Technology, and Various Instructional Platforms (Blackboard, Desire 2 Learn, Haiku, Banner, Lantern, and others)
* Peer Reviewer for the Office of Justice Programs/ Bureau of Justice Assistance
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| **Professional Experience** |
| **Brewton – Parker College** - Mount Vernon, GA   |
| ***Associate Professor of Behavioral Sciences (****2020 – present)* |
| * Develop and teach courses in Criminal Justice, Political Science, and Business.
* Perform annual assessments to measure course effectiveness of the Criminal

Justice Program.* Maintain records and make reports as the Director of the Criminal Justice program.
* Teach courses via classroom, online, and directed independent study.
* Advise students and develop plans of study.
* Campus Coordinator of the Georgia Legislative Intern Program and the Criminal

Justice Society. |
| ***Director of Prison Programs*** *(2020 – present)* |
| * Coordinate and oversee the development and running of the BPC Prison Program

in two correctional facilities.* Develop and maintain relationships with community leaders and state policy-makers

to develop and advance the college prison initiatives. * Develop curriculum and course schedules each semester based on student academic needs.
* Act as liaison between facility staff /leaders and BPC to maintain classes and advance

the program.* Assist with writing the grant to secure Second Chance Pell funding for the BPC program.
* Personally initiated the BPC prison outreach educational program in 2015.
 |
| ***Part-Time Professor*** *(2008 – 2020)* |
| * Develop and teach classes in Political Science, Public Administration, Criminal Justice,

and Business.* Campus Coordinator of the Georgia Legislative Intern Program.
 |
| ***Director of Development*** *(2007 – 2008)* |
| * Cultivated and maintained relationships with institutional donors and supporters.
* Member of the President’s Advisory Committee.
* Researched and wrote grants for designated projects.
 |
| ***Director of Alumni Relations*** *(2005 – 2007)* |
| * Corresponded with the alumni community.
* Produced newsletters and maintained alumni website and blog.
* Maintained a database of 6,000+ active alumni.
* Planned and executed alumni events, resulting in participation growth each year.
* Acted as Executive Officer for the 16-member National Alumni Board.
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| **Oconee Fall Line Technical College** - Dublin, GA   |
| ***Leadership Program Instructor***  *(2020 – Present)*  |
| * Create and present customized leadership training to business and industry clients

in 4 states throughout the Southeast.* Certified in *Development Dimensions International™ (DDI)* to deliver their specialized

curriculum. * Interact with clients as needed for planning and scheduling.
* Teach other continuing education classes as needed.
 |
| ***Manager of Business and Industry Services*** *(2016 – 2020)*  |
| * Managed the staff and office affairs of the Business & Industry Services Department.
* Developed and marketed continuing education programs.
* Created and delivered custom training programs for business and industry partners.
* Provided staff in-service training to the full Economic Development Department.
* Performed day to day oversight and annual performance reviews of staff.
* Implemented and monitored institutional policy.
* Maintained a presence within the greater OFTC Service Delivery Area through personal

involvement in community activities and events. * Presidential Advisory Committee (PAC) Member – 2016 to 2019.
 |
| ***Associate Dean of Adult Education*** *(2012 – 2016)*  |
| * Managed the 11-county Adult Education program serving over 1,500 students annually.
* Directly supervised the program’s approximately forty faculty and staff members and

completed annual performance reviews for staff of various levels.* Coordinated GED instruction and testing in Juvenile Detention Centers and

testing in five Adult Correctional Facilities.* Initiated and taught Adult Education classes at the local areaGA Department of Community

Supervision field office. * Assisted in writing and monitoring compliance with the program’s federal funding grant.
* Established and maintained relationships with community organizations and other stakeholders.
* Represented the Adult Education program in the multi-county Service Delivery Area.
 |
| ***Adult Education Instructor*** *(2010 - 2012)*  |
| * Planned and implemented lessons using a variety of strategies and formats to

differentiate instruction and reach students of all academic levels. * Initiated and developed the first GED program at the Laurens County (GA) Law Enforcement Center

for court-ordered offenders.* Grew the GED class based at the Dublin Alternative School.
	+ Increased number of graduates at site by record numbers.
	+ Collaborated closely with the district to facilitate drop-out students

continue their education in a socially and age-appropriate environment. |
| ***GED Examiner*** *(2009 – 2010)*  |
| * Administered and scored GED tests in multiple locations throughout the eleven-county Service Delivery Area,

including correctional facilities and extended adult education sites.* Maintained the security of all tests and testing materials.
 |
| ***Business & Industry Continuing Education Instructor*** *(2009 – 2010)* * ***Selected Classes Developed and Taught***
 |
| * Developing a Strategic Plan
* Time Management
* Team Building
* Workplace Communications
* Risk Assessment
 | * Hostile Work Environment Assessment & Prevention
* Managing Change
* The Importance of Diversity and Inclusion
* Created a complete training series for emerging leaders called “The Professional Leadership Academy”.
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| **East Georgia State College** - Swainsboro, GA / Statesboro, GA   |
| ***Adjunct Professor of Political Science*** *(2014 – 2021)* |
| * Developed and taught classes in Political Science & American Government.
* Reviewed and graded student online assignments.
* Corresponded with students.
 |
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| **Office of the Speaker, Georgia House of Representatives** - Atlanta, GA   |
| ***Chief of Staff / House Messenger*** *(2003 – 2005)* |
| * Assisted the Speaker in the ongoing operation of the Georgia House of Representatives.
* Organized and managed the daily calendar for the House to allow members to present

legislation or otherwise address the assembly.* Acted as the Speaker’s liaison and spokesperson with government agencies and

other organizations.* Supervised a diverse staff of approximately 45 people, ranging from professional researchers

to maintenance workers. |
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| **R. Byrd & Associates** - Hazlehurst, GA  |
| ***Founder / President*** *(1981 – 2005)*  |
| * Managed Business and Industrial Training and Compliance, OSHA, and Safety

for a variety of private industrial and manufacturing firms.* Provided Human Resources training for private and public businesses and organizations.
* Designed, conducted, and analyzed employee opinion surveys.
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| **Georgia House of Representatives** - Atlanta, GA  |
| ***Elected Member***  *(1981 – 2002)* |
| * Provided public service and representation to my electoral district for a period of 22 years.
* Committee Memberships:
	+ House Industry Committee, senior member (22 years)
		- Chair of the Economic Development Subcommittee.
		- Chair of the Occupational Licensing Subcommittee.
	+ Intra-Governmental Coordination Committee.
	+ Rules Committee.
	+ Human Relations & Aging Committee.
	+ House Policy Committee.
	+ Numerous study committees.
* Appointed to the Southern Growth Policies Board (vice-chair)
	+ Represented the consortium on an economic development mission to the

United Kingdom in 1999.* Prison / Technical Education Oversight (Intra-Governmental Coordination Committee, Chair) – *1997*
* Vocational / Prison Education Task Force (Chair) - *1996*
* Correctional Industries Review – Farm Operations - *1995*
* Study Committee on Policing Practices (Occupational Licensing Sub-Committee, Chair) - *1994*
* Member of the Governor’s Council for Developmental Disabilities (9 years).
* Chairman of the Youth in Government Committee with the Georgia YMCA for 11 years.
* Sponsored the Georgia House Internship Program for 15 years.
* Member of the Georgia World Congress Center Authority Overview Committee.
 |
| **FORMAL EDUCATION** |
| * **Doctorate of Education in Leadership (EdD)**
* Valdosta State University, May 2018
* Dissertation topic (Qualitative) – *“Secondary Education and Offender Recidivism in Georgia:*

*An Analysis of Perspectives of Community Supervision Officers”** **Master of Science in Criminal Justice (MSCJ)**
	+ Georgia Southern University, May 2018
* **Graduate Certificate in Cybercrime**
	+ Armstrong State University, May 2018

 * **Graduate Certificate in Digital and Social Media**
* Kennesaw State University, 2019

 * **Master of Public Administration (MPA)**
* Valdosta State University, December 2008

 * **Bachelor of Science in Political Science (BS)**
* Brewton-Parker College, August 2007

 * **Associate of Arts (AA)**
* Brewton-Parker College, August 2007
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| **PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS** |
| * Senior Fellow, The Philemon Fellowship *2015 – present*
* Member, Southern States Correctional Association *2021 – present*
* Member, Academy of Criminal Justice Sciences *2021 - present*
* Member, Southern Criminal Justice Association *2019 - present*
* Trustee, Ronald McDonald House Charities of Central Georgia *2014 – 2019*
* Member, Board of Directors, ACCG Civic Affairs Foundation *2014 – present*
* Member, Board of Directors, Tri-County Family Connection *2014 – present*
* Member, Executive Committee of the Georgia Baptist Convention *2014 – 2019*
* Member, Georgia Political Science Association *2014 – present*
* Member, Education Commission of the Georgia Baptist Convention *2014 – 2018*
* Member, Vice-chair & Chair Board of Directors, Leadership Dublin - Laurens County *2014 – 2017*
* Chair, Executive Committee, Mount Vernon Baptist Association – Johnson County *2011 – 2014*
* Trustee of the Georgia State Road and Tollway Authority *2004 – 2008*
* Trustee of the State Medical Center Authority and Bio-Science Business Incubator *2004 – 2008*
* Trustee, Georgia Federation of Independent Colleges *2004 – 2009*
* Trustee & Member of Academic Affairs Committee, Brewton-Parker College *2000 – 2005*
* Trustee, Paul Anderson Youth Home *1999 – 2008*
 |
| **PROFESSIONAL CERTIFICATIONS** |
| * DDI Leadership Development Program Instructor (2021)
* Certified Manager for Program Improvement (CMPI) (2012)
 | * Certified Work Keys Job Profiler (2011)
* Basic Life Saving Instructor (2017)
* Driver Training Instructor (2017)
 |
| **PUBLICATIONS** |
| * ***Sisyphus No More: The Case for Prison Education****,* Rowman and Littlefield, Lanham, MD(2021)

*\*Nominated for Academy of Criminal Justice Sciences Best Book Award, 2021** ***Across the Aisle, Chapter “Felon Disenfranchisement”****,* ABC-CLIO, Santa Barbara, CA (2022)
* ***There is Our Country: Georgians Who Followed the Sun***(in progress - projected release 2022)
* ***Historic Devotions: Inspiring Stories of Faith***(in progress - projected release 2022)
 |
| **SELECTED PRESENTATIONS** |
| * ***The Case for Prison Education***
	+ Criminal Justice Association of Georgia Annual Meeting, Brunswick, GA (2021)
* ***Sisyphus No More, Panel Discussion***
	+ Georgia Political Science Association Annual Meeting, Savannah, GA (2021)
* ***The Ethics of Prison Education: Many Good Consequences***
	+ The Georgia Political Science Association Annual Meeting, Virtual (2020)
	+ The Criminal Justice Association of GA Annual Meeting, Virtual (2020)
* ***Prison Education and Recidivism, Panel Discussion***
	+ The Georgia Political Science Association Annual Meeting, Savannah, GA (2019)
* ***Sisyphus No More: The Case for Prison Education***
	+ Southern Criminal Justice Association Annual Meeting, Nashville, TN (2019)
* ***Throwing Away the Key: Missed Opportunities in Corrections***
	+ The Georgia Political Science Association Annual Meeting, Savannah, GA (2018)
* ***The Sisyphus Next Door: Obstacles to Re-Entry***
	+ The Georgia Political Science Association Annual Meeting, Savannah, GA (2017)
* ***Creating College Opportunities for Inmates***
	+ The Corrections Education Association, Annual Conference, San Antonio, TX (2017)
* ***The European Public Policy Conference 2016* - Moderator**
	+ The University of Ljubljana, Ljubljana, Slovenia (2016)
* ***Education and Incarceration: Everything Has a Price***
	+ Georgia Political Science Association, Paper Presentation, Savannah, GA (2016)
* ***Happily, There are Witnesses: The Responsibilities of Citizenship***
	+ Brewton-Parker College, Mount Vernon, GA (2015)
* ***A Short Route to Chaos: Private Conscience and Public Duty***
	+ Brewton – Parker College, Mt. Vernon, GA (2014) / GA “Genocide Prevention and Awareness Month”
 |