

RHONDA ERICA BAYLOR, PH.D.

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PROFESSIONAL SKILLS

Research Methodology, Data Analysis, Program Evaluation, Course Design, Learning Module Development, Training Facilitation, Instruction, Artificial Intelligence

DEGREES AWARDED

Ph.D., Educational Psychology	Howard University	2019
Ed.M., Higher Education	Harvard University	2010
M.B.A., Management	University of Baltimore	2008
B.S., Business Administration	Morgan State University	2003

ACADEMIC APPOINTMENTS AND HIGHER EDUCATION TEACHING POSITIONS

Morgan State University	January 2022 – Current
Assistant Professor of Urban Educational Leadership	Baltimore, MD
Morgan State University	October 2019 – January 2022
Lecturer of Research Methodology	Baltimore, MD
University of the District of Columbia	August 2011 – May 2014
Adjunct Instructor	Washington, DC
Baltimore City Community College	August 2007 – May 2010
Adjunct Instructor	Baltimore, MD

EDUCATION RESEARCHER AND DATA ANALYST POSITIONS

CRP, Inc.	November 2016 – Nov. 2018
Education Data Research Analyst	Washington, DC
D.C. Office of the State Superintendent of Education	December 2012 – August 2015
Education Research Analyst	Washington, DC
Optimal Solutions Group, LLC	August 2010 – November 2012
Education Research Associate and Project Task Leader	Washington, DC
Harvard University	August 2009 – May 2010
Education Research Assistant	Cambridge, MA
University of Baltimore	July 2006 – October 2010
Research Assistant/ Election Worker Training Specialist	Baltimore, MD

PUBLICATIONS

Peer-Reviewed Journal Articles

3. Thomas, B., Ricks, E. **Baylor, R.E.**, & Johnson, B. (2023). **Influence of Black HBCU STEM doctoral students' intersecting identities on their values and expectations toward entering the professoriate.** Journal of Women and Minorities in Science and Engineering (Accepted and Awaiting Publication).
2. **Baylor, R.E.** and Middleton, K. V., (2021). **Strengthening the academy: Examining the scholarly productivity of Black Ph.D. students.** Journal of Negro Education, 90 (4), 472-482.
1. **Baylor, R.E.** (2010). **Loss of accreditation at Historically Black colleges and universities.** San Francisco. New Directions for Higher Education, 151. 29-38.

Peer-Reviewed Book Chapters

1. **Baylor, R.E.** (2022). **How to Increase Publication Opportunities Early for Black Doctoral Students.** The Black Student's Pathway to Graduate Study and Beyond: The Making of a Scholar. Information Age Publishing.

Editor Invited

1. **Baylor, R.E.** (2022). **Critical Race Theory and the 1619 Project.** National Sorority of Phi Delta Kappa, Inc. The Krinon- Changing Dynamics: A New View of Education.

Encyclopedia Entries

2. **Celey*, R.E.** (2019). **The Black Lives Matter Movement, 2013-2017.** In J. Wilson (Ed), 50 Events that Shaped African American History: An Encyclopedia of the America Mosaic. ABC-CLIO Press.
1. **Celey, R.E.** (2019). **Racism in Kentucky.** In P. Reid-Merritt (Ed), A State-By-State History of Race and Racism in the United States. ABC-CLIO Press.

Policy Reports

1. Mason, J., Ramsay, L., Cirks, T., Rayyes, N. Allen, K. Carrerra, L., Slevin, C., Rickles, J. **Baylor, R.E.**, & Gilbert, B. (2023). **Maryland College and Career Readiness Empirical Study: Interim Report on the Content and Standards Alignment Analysis.** Prepared for the Honorable Governor Wes Moore.

Book Reviews

1. **Baylor, R.E.** (2013). **Book Review of Research Studies in Higher Education: Educating Multicultural College Students.** The Journal of Negro Education, 82 (3), 353-355.

PUBLICATIONS (CONTINUED)

Working Papers

2. **Baylor, R.E. & Middleton, K.V. Who has next: How institution type, academic major, and gender impact Black Ph.D. students' desire to become professors.**
1. **Baylor, R.E., Johnson, G., Goods, K., Aidoo-Apau, A., Brown, C., Paul, J.L. & Nwogbo, A. Learner-centered education – Importance, instructional practices, student humanization, and measurement: A multi-author perspective paper.**

EDUCATION CONTRACTS WON COMPETITIVELY

Running Contract Total: **\$8,819,205**

\$624,205	U.S. Department of Education	Technical co-writer	2021 (3-year contract)
\$450,000	U.S. Department of Education	Technical co-writer	2020 (1-year contract)
\$950,000	D.C. Public Schools	Technical co-writer	2017 (1-year contract)
\$495,000	U.S. Department of Education	Technical co-writer	2016 (2-year contract)
\$6,300,000	U.S. Department of Education	Technical co-writer	2011 (5-year contract)

ACADEMIC RESEARCH GRANT PROJECTS

Running Total for Grant Participation: **\$409,778**

5. **\$4,608 Morgan State University** – Transform Morgan Grant: Exploring the Quantitative Data Analysis Skills of Morgan State University Professors and How to Enhance these Skills – A Case Study [2023 - 2024]
4. **\$232,170 National Science Foundation** – Alliance for Graduate Education in the Professoriate (AGEP). HBCU Models with Community College Teaching as a Platform for Advancing Underrepresented Minority STEM Doctoral Candidates in Faculty Careers [2020 - 2026].
Grant Role: Instructor and Researcher
3. **\$150,000 University of Maryland** – Maryland Longitudinal Data System Center. How Neighborhood Factors Impact Academic Achievement of Black Students [2020 - 2021].
Grant Role: Research Professor
2. **\$20,000 Maryland Open-Source Textbook (M.O.S.T.)** – Morgan Open Educational Resources Mentorship Initiative (MOERM). Using GIS Data. [2021 - 2022].
Grant Role: Researcher

1. **\$3,000 Howard University** – School of Education Daniel Dissertation Award [2018 - 2019].
Grant Role: Research Professor

COURSES TAUGHT

Morgan State University

Contemporary Issues in Urban Education
Introduction to Education Research
Mixed Methods Research
Qualitative Research Methods in Education
Quantitative Research Methods in Education
Education Data Analysis I
Education Data Analysis II

Howard University

Human Learning (Teaching Assistant)
Intermediate Statistics (Teaching Assistant)
Introduction to Statistics (Teaching Assistant)
Human Development: Family, Culture, and Society (Teaching Assistant)

University of the District of Columbia

Developmental Mathematics I and II

PEER-REVIEWED ACADEMIC PRESENTATIONS

10. Baylor, R.E, Johnson, B., Ricks, E., and Thomas, V., (April 2024). **Toward a Model of HBCU STEM Doctoral Student Socialization and Career Intentions.** American Educational Research Association (AERA). Philadelphia, Pennsylvania.
9. Johnson, B. Thomas, V., Baylor, R.E., and Ricks, E., (April 2024). **Building Strong Connections: Investigating Faculty-Student Relationships among STEM Doctoral Students in HBCUs.** American Educational Research Association (AERA). SIG-Research Focus on Black Education. Philadelphia, Pennsylvania.
8. Baylor, R.E. (April 2023). **Tools for Research: An Introduction to Tableau, Dedoose, and MAXQDA.** Faculty Women of Color in the Academy Conference. Washington, D.C.
7. Baylor, R.E. (February 2021). **The Impact of Year in Program on the Publishing Behavior of Black Doctoral Students: How to Increase Publication Opportunities Early for Black Doctoral Students.** Research Association of Minority Professors Annual Conference. Virtual.

6. Baylor, R.E. (January 2021). **Is the Teaching of Statistics a Political Act? What I Have Learned about Remote Teaching and Learning during COVID-19.** New York University - Faculty Resource Network. Virtual.
5. Celey, R.E. and Alobidan, I. (May 2018). **Meta Evaluation of School Safety Programs.** District of Columbia Consortium Student Conference on Evaluation & Policy. Fairfax, Virginia.

PEER-REVIEWED ACADEMIC PRESENTATIONS (CONTINUED)

4. Celey, R.E. (April 2017). **Strengthening the Academy: Examining the Scholarly Productivity of Black. Ph.D. Students.** Howard University Research Conference. Washington, District of Columbia.
3. Baylor, R. E. (April 2013). **Examination of the Relationship between Affective Disposition and Test Scores (using NAEP Data).** Columbia University Teachers College - Diversity in Research Conference. New York, New York.
2. Baylor, R. E. (March 2013). **Surplus Education Theory: How to Use Data to Improve Education Outcomes for Minority and Low-Income Students.** Young Educational Professionals (YEP). Friendship Heights, Maryland.
1. Baylor, R. E., Hendrie, D. & Petola, P. (May 2012). **Student Effort on Large-Scale, Low-Stakes Assessments: Comparing Results from NAEP and PISA.** American Association of Public Opinion Researchers (AAPOR). Orlando, Florida.

INVITED PRESENTATIONS AND TALKS

4. Baylor, R.E. (February 2024). **Fostering Economic Growth in D.C. through Scholar Success: Exploring the Roles of Community Colleges, Employers, and Nonprofits.** New Futures.
3. Baylor, R.E. (December 2023). **The Color of Success: The Black Academic Experience Podcast.** Spotify – publication date to be announced.
2. Baylor, R.E. Johnson, B., Ricks, E. & Thomas, V. (August 2022). **Factors Influencing HBCU Black STEM Doctoral Students' Desire to Join the Professoriate.** Howard University Preparing Future Faculty Summer Institute. Washington, District of Columbia.
1. Baylor, R.E. (April 2022). **Conducting Geographic Information Systems (GIS) Research as it Relates to Open Baltimore.** Maryland Longitudinal Data System Center Research Presentation Series. Virtual.

INVITED EXPERT PANELS

- 2024 **Association of Educational Research Association** – Leading the Way: HBCUs and the Next Generation of Higher Education Leaders.
- 2021 **Marion Barry Summer Youth Employment** – College Education and Career Talk

Spoke to students about research career opportunities and teaching.

2021 **New York University** – Faculty First Look Program: Center for Data Science Undergraduate Research Program

Spoke to STEM undergraduate students about addressing imposter syndrome.

2017 **New York City Public Schools** – Benjamin Banneker Career Academy High School
Spoke with students about my experience attending Morgan State University and attending Harvard University.

2017 **Baltimore City Public Schools** – Academy for College and Career Exploration High School. Spoke with students about the importance of attending college.

INVITED EXPERT PANELS (CONTINUED)

2017 **Morgan State University** – School of Computer, Mathematical, and Natural Sciences
Spoke with students about my career as a research analyst and an educator.

2016 **9th Annual Historically Black College and University Career Development Marketplace**

Spoke on a panel about my college and career experiences.

PROFESSIONAL SERVICE

Service to Morgan State University and the School of Education and Urban Studies

University Council (2023 - 2024 academic year)

University IDC Committee (2022 - 2023 academic year)

University Course Modality Committee (2022 - 2023 academic year)

SEUS Research Alignment Committee (2022 - 2023 academic year)

SEUS Dissertation of the Year Committee (2020 - 2021 and 2021- 2022 academic years)

Service to the Education Profession

Journal of Diversity in Higher Education: Peer Review Board (Current)

Journal of Negro Education: Peer Review Board (Current)

Society for Research on Educational Effectiveness (Researchers of Color Division) (Current)

U.S. Dept. of Education: Developing Hispanic-Serving Institutions Grant: Peer Reviewer (2017)

U.S. Dept. of Education: Innovative Approaches to Literacy Grant: Peer Reviewer (2016)

U.S. Dept. of Education: Full-Service Community Schools Grant: Peer Reviewer (2014) s

U.S. Dept. of Education: Straight A Grant: Peer Reviewer (2013 and 2016)

Service to the National and International Community

D.C. HBCU Alliance – Higher Education Committee Member – Assist with college and career readiness for students of color (2021-Current).

Mandodo Foundation– Distributed school supplies, medical supplies, clothing, food, and toys to residents in the following Haitian towns: Monency, Ducis, and Cavillion (2018).

Sister Mentors – Assisted with the annual fundraiser, stuffing bags with trinkets and helping prepare materials for fundraising activities (2019).

RESEARCH SOFTWARE/SYSTEMS

Survey Monkey, Survey Hero, Qualtrics (survey design and survey administration)
Sales Force Google Forms and Jot Forms (data collection)
SPSS, SAS, NVivo, MAXQDA (research analysis)
Microsoft Office (Access, Excel, Word, PowerPoint)
Blackboard, Canvas, Looking Glass (learning management system)
R, RStudio, and Tableau (currently learning)

PROFESSIONAL MEMBERSHIPS (PAST AND PRESENT)

American Educational Research Association
American Association of Blacks in Higher Education
Association of Black Sexologists and Clinicians
Morgan State University Alumni Association (Financial Secretary, 2019-2021)
National Sorority of Phi Delta Kappa, Incorporated (Technology Committee Chair, 2022)
Society for Research on Educational Effectiveness

ACHIEVEMENTS, HONORS & LISTINGS

2019 Morgan State University Outstanding Faculty Award
2018 New York University – Faculty First Look Program Fellow
2017 Howard University Research Week Outstanding Presentation Award
2015 Howard University Fredrick Douglass Fellowship

FELLOWSHIPS AND TRAINING INSTITUTES PLACED COMPETITIVELY

2022 **Research Training Institute on Cluster-Randomized Trials**
Institute of Education Sciences and Northwestern University – Evanston, IL
2022 **Advanced Training Institute on Single-Case Research Methods**
Institute of Education Sciences and the University of Oregon – Madison, WI
2022 **Meta-Analysis Training Institute**
Institute of Education Sciences and Georgia State University – Chicago, IL

**Other names used: Celey*