

THE ACADEMIC PIPELINE PROJECT

Awareness About Academic Pipeline Programs & Their Best Practices



ABOUT US

The Academic Pipeline Project, (APP) LLC. is an Atlanta based minority-owned small business which was founded in 2018. APP provides customized services to parents, students, programs, and institutions of higher learning. Our technology platform (APEX) serves as a national clearinghouse for academic pipeline programs. Academic Pipeline Programs are initiatives that support and propel underrepresented minority students along their educational journey by providing programming related to research, career and life preparation. APP provides technology tools that both empower and enhance what is already available for users.



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APP'S Goal

OUR MISSION

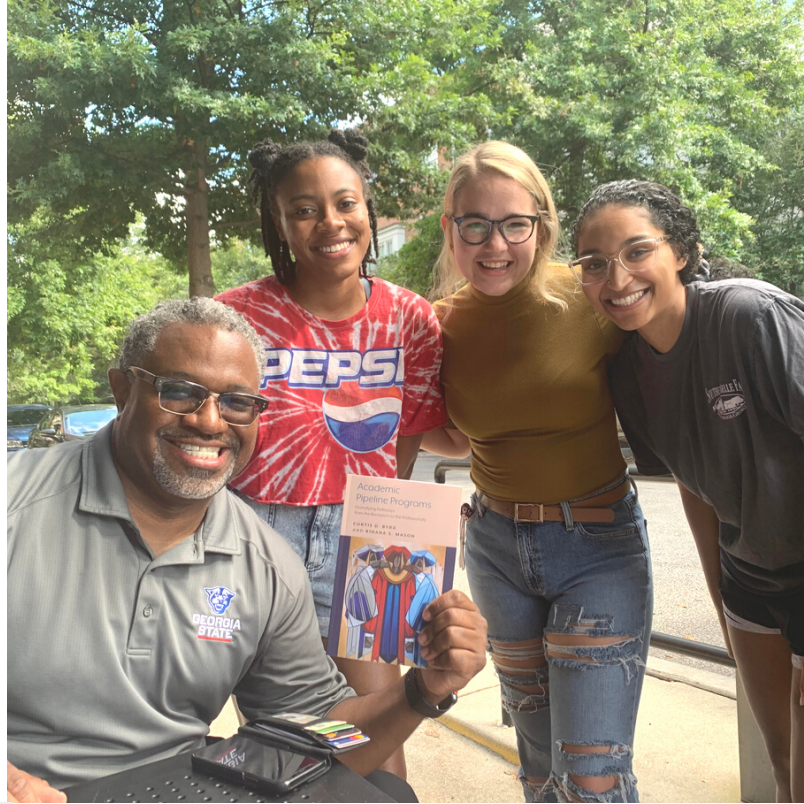
We **EDUCATE** audiences through webinars, trainings, and consulting services about the importance of diversity, equity, and inclusion practices and initiatives. We **EMPOWER** parents, students, and faculty with a means to find programs that fit what they need depending on where they are on their academic and career journey. We **EXPAND** the current offerings of program databases by including the THRIVE Index tool as a detailed description of each programs' benefits and supports.

THRIVE

Type History Research Inclusion/Identity Voice Expectation

INDEX

The THRIVE Index is a framework to compare programs, highlighting their strengths and introducing a unique set of parameters to contextualize each program. It highlights each academic pipeline program as it supports several levels of the pipeline (i.e. pre-collegiate (K-12), collegiate, graduate, post-doctoral and/or faculty). The THRIVE Index provides an objective and comprehensive lens into each program, so one can determine if an initiative fits their need(s).



OUR SERVICES

CONSULTING

We offer several consulting services to aid you in diversifying pathways through academic pipeline programs. Email us today for a quote. We offer the following services:

- Diversity, Equity, and Inclusion Webinars and Training
- Evaluation Services
- Database Development
- Software Development
- Strategic Planning

Benefits

FOR YOUR STUDENTS

Academic initiatives/programs like summer bridge programs have been shown to enhance students' academic skills, increase knowledge of campus resources, provide study skills and time management techniques (Walpole et al., 2008), all of which are linked to college readiness and successful college transition (Palmer & Young, 2009; Palmer et al., 2014; Strayhorn, 2011).

THE ACADEMIC PIPELINE PROJECT

Founders' Biographies

RIHANA S. MASON, PH.D



Rihana S. Mason is the co-founder of APP, specializing in pre-collegiate and collegiate programs. She leverages over 15 years of experience mentoring students and educating others about diversifying the academy. She received her Ph.D. in Experimental Psychology with an emphasis in Cognitive Psychology from the University of South Carolina, Columbia, SC in 2004. She is a Research Scientist at the Urban Child Study Center at Georgia State University and an Adjunct Professor at Spelman College. Dr. Mason is the co-author of *Academic Pipeline Programs-Diversifying Pathways from the Bachelors to the Professoriate* (May 2021). She serves as a member of the Psi Chi Diversity Advisory Committee and is the 2021-2022 President for the Southeastern Psychological Association (SEPA). She serves as a research consultant to the HBCU STEM Undergraduate Success Center at Morehouse College.



As an undergraduate at Spelman, she participated in the National Institutes of Mental Health Careers and Opportunities in Undergraduate Research Training Program (NIMH-COR) and was later named a NIMH-COR star in 2007. She is a recipient of the Predoctoral Ford Fellowship (2000) administered by the National Academies of Sciences, Engineering, and Medicine on behalf of the Ford Foundation and actively participates in the meeting of the Senior Ford Fellows. Her previous academic appointments include serving as an Associate Professor in Psychology at Emmanuel College. At Emmanuel College she helped to expand the undergraduate curriculum to include courses which emphasized research and writing in psychology. She published her first book, *Thinking Critically about your Career in Psychology* (Collier & Mason, 2014).

EDUCATION

Ph.D., Experimental Psychology, Emphasis in Cognitive Psychology

M.A., Psychology, University of South Carolina

B.S., Psychology, Spelman College

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Founders' Biographies

CURTIS D. BYRD, ED.D



Curtis D. Byrd is the co-founder of APP, specializing in graduate/professional and faculty programs. He has over 25 years of experience in faculty and student diversity and inclusion programming. Currently he serves as the Special Advisor to the Provost on Diversity, Equity and Inclusion, coordinating DEI efforts for academic affairs at Georgia State University. He serves as a research consultant for the HBCU STEM Undergraduate Success Center at Morehouse College, where he assisted with a successfully funded nine million-dollar NSF grant proposal in 2020. Prior to this he served as the Assistant Dean of Graduate Studies at Clark Atlanta University. In the 2000s he served as Director of the McNair Scholars Program at University of Florida and Georgia State University and was the Director of Minority Graduate Recruitment and Retention at the University of Georgia.



For three years (2013-2016) Byrd served as an Action Research Consultant for the Southern Regional Educational Board's Doctoral Scholars Program. His work with SREB-DSP created a sustained relationship with the National Association of Diversity Officers in Higher Education and programming to enhance their efforts in faculty diversity. During this time, as a doctoral student at UGA, he was a student member of NADOHE. Dr. Byrd is the co-author of the Lever Press publication (May 2021) titled *Academic Pipeline Programs—Diversifying Pathways from the Bachelors to the Professoriate*. Dr. Byrd earned both his B.S. in Psychology and M.Ed. in Higher Education at Iowa State University. In 2016 he graduated with his Doctorate in Education (Ed.D.) in Adult Leadership Education from the University of Georgia.

EDUCATION

Ed.D., Adult Leadership Education, University of Georgia

M.Ed., Higher Education /Professional Education, Iowa State University

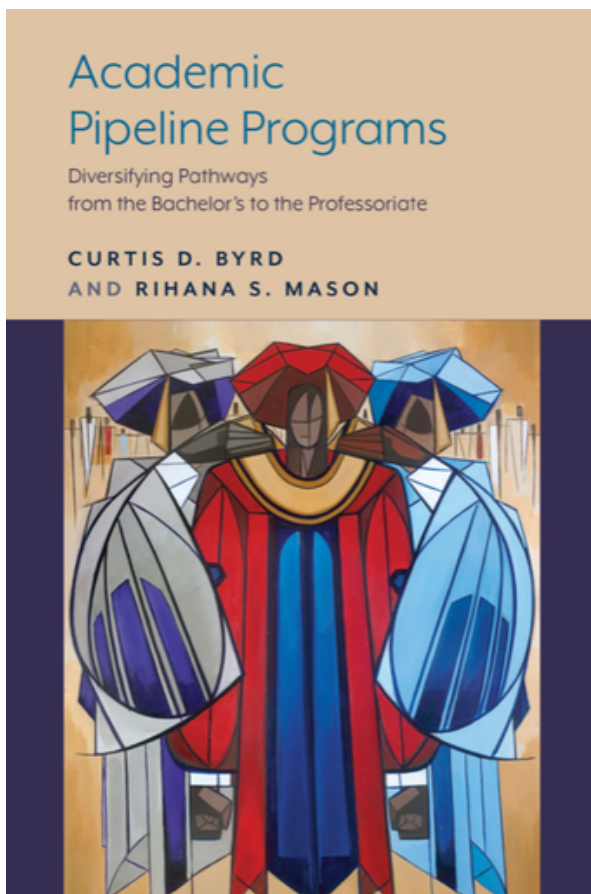
B.S., Psychology, Minor: Hotel, Restaurant and Institution Management, Iowa State University

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About Our Recent Publication

ABOUT THE BOOK

Academic pipeline programs are critical to effectively support the steady increase of diverse students entering the academy. This book describes best practices of successful academic government and privately funded pre-collegiate, collegiate, graduate, and postdoctoral/faculty development pipeline programs. The authors explore 21 hallmark academic pipeline programs using their THRIVE Index: Type, History, Research, Inclusion, Identity, Voice, and Expectation. The final chapter of the book offers information for using and starting similar programs. The appendix offers an interactive Geographic Information System (GIS) mapped database of programs using the THRIVE Index. This book will equip parents, high school counselors, college advisors, faculty, department chairs, and higher education administrators to identify academic pipeline programs that fit their needs. Readers will also learn about how academic pipeline programs are situated within an institutional or organizational change model.



INSIDE LOOK

Foreword by Freeman Hrabowski
Chapter 1: Understanding APP and their Origins
Chapter 2: Pre-collegiate Programs
Chapter 3: Collegiate Programs

Chapter 4: Doctoral/Graduate/Professional Programs
Chapter 5: Postdoctoral/Faculty Programs
Chapter 6: Closing Thoughts
Afterword by Ansley Abraham

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Accomplishments

PRESENTATIONS

- Byrd, C.D., & Mason, R.S. (2021, May). Using the THRIVE Inventory Tool to Tell STEM Success Stories. Joint Convening of STEM-US and CEEQA. Virtual Convening

WEBINARS

- Byrd, C.D., Mason, R.S. (2021, May). *Sustaining STEM Students Women, Minorities, and Persons with Disabilities Day Event*. SAGE Publishing.
- Mason, R.S. (2021, June). *Utilizing pathway programs along your academic journey*. Association for Psychological Science Student and Early Career Webinar Series.
- Byrd, C.D., & Mason, R.S. (2021, June). *Positioning URM Students for College: Best Practices of Precollegiate Pathway Programs*. SAGE Publishing.
- Byrd, C.D., & Mason, R.S. (2021, July). *Transitioning from Bachelors to the Professoriate: College and Graduate Pipeline Programs*. SAGE Publishing.
- Byrd, C.D. (2021, July). *Future of education research at the Institute for Education Sciences*.
- Byrd, C.D., & Mason, R.S. (2021, September). *Leveraging academic pipeline programs into the professoriate: How institutions model and promote pathway initiatives*. SAGE Publishing.

MEDIA MENTIONS

- "Webinar Puts Spotlight on Graduate Programs Aimed at Supporting Students Through Academic Pipeline"
- "Webinar Invites Academic Pipeline Program Directors to Discuss Best Practices"
- "Webinar Series to Focus on Best Practices to Diversify Academic Pipeline"
- "Webinar Series: Building Successful Academic Pathway Programs"

PODCAST APPEARANCES

- *Choice Authority File*
 - June 16th 2021 "Preparing Diverse Students for Success in the Academic and Private Sectors: The "Problem" of the Leaky Pipeline"
 - June 23rd 2021 "Preparing Diverse Students for Success in the Academic and Private Sectors: Fostering DEI in Publishing and Beyond"
- *Diverse Issues In the Margins*
 - August 26th 2021- "Innovative Approaches to Diversifying the Professoriate"