

Erin Lynch-Alexander, Ed.D

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EDUCATION

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| Doctor of Education (Curriculum & Instruction) Tennessee State University, Nashville, TN | May 2014 |
| Non-Profit Management Graduate Certificate Tennessee State University, Nashville TN | May 2015 |
| Master of Arts Education (Special Education) Vanderbilt University, Nashville, TN | Dec 2006 |
| Bachelor of Arts (English/Secondary Education) James Madison University, Harrisonburg, VA. | Dec 2002 |

PROFESSIONAL FOCUS

Strategic Planning and Program Evaluation, Funding Acquisition, and Servant Leadership for Organizational growth

EXPERIENCE

Director of Student Research & Innovation Nov. 2016
formerly, Office of Undergraduate Research

Responsibilities

- **Program Evaluation:** Evaluation of current institutional practices in undergraduate research, development of assessment tool to capture effectiveness of UG Research practices
- **Grant Writing:** Development of federal and internal grant proposals to support undergraduate research projects across campus
- **Budget Management:** Management of \$39,712 office budget through Banner Elucian system
- **Project Management:** Coordinate submissions, reviews, and organization of an annual Research Forum, student travel grants, and Undergraduate Research Enrichment Funding (UREF) proposals
- **Collaboration:** coordinate with faculty and staff from multiple colleges and divisions to promote research opportunities

Accomplishments

- Increased visibility and reach of office by 100%, as evidenced in 2017 student travel award requests (13-Fall 2016, 53-Spring 2017); increased participation of underrepresented minorities supported by office (2-Fall 2016, 6 Spring 2016)
- **Program Design:** Re-design of annual research forum to statewide juried student-centered conference

- **Proposal Development:** Development of \$35,000 in proposal submissions for student support funding
- **Funding Acquisition:** Acquisition of \$15,325 for undergraduate research projects for College of Business, College of STEM, College of Education, and College of Behavioral and Health Sciences students

Assistant Professor, Department of Educational Specialties Aug. 2015 – Present
 Instructor, Department of Educational Specialties Aug. 2012 – 2015
 Austin Peay State University, Clarksville, TN

Responsibilities

- **Online Instruction:** Instruction and development of graduate and undergraduate courses in assessment for RODP/ROCC for adult learners
- **Instruction:** Instruction of state-of-the-art and current methodologies for Intro to Special Education, Foundations of Education, Vocational/Transitional Education, and Characteristics of Mild/Moderate Disabilities for adult learners
- **Evaluations:** Evaluate 30-75 student candidates per semester for dispositional qualities for education profession
- **Analytics:** Conduct scientific reviews of research through academic writings for conference presentation and publication in the areas of diversity, teacher preparation, and innovation management
- **Committee Service:** Participate on University Diversity Committee, as chair to Diversity Strategic Planning subcommittee & Data Subcommittee; Martha Dickerson Eriksson College of Education Diversity Task Force Committee as researcher on Recruitment & Retention Trends study; College of Education Social Committee chair

Accomplishments

- **Program Design:** Development of Together Each Achieves More (T.E.A.M) Scholarship program for undergraduate students majoring in special education at the Martha Dickerson Eriksson College of Education
- **Program Development:** Development of campus wide mentorship program for underrepresented minority female students and securement of \$7,895 for implementation; 1 year pilot program to increase the retention rate and career readiness skills of underrepresented minorities to include students defined as economically disadvantaged; non-traditional students, and/or individuals with disabilities, all in their sophomore classification year with securement of \$14,955 for implementation
- **Program Evaluation:** Evaluation of program effectiveness of campus wide mentorship program
- **Funding Acquisition:** Securement of \$55,000 for T.E.A.M scholarship initiative
- **Grant Writing/Funding Acquisition:** development of \$110,080,064 worth of grant proposals for research projects and student support funding.
- **Technology Management:** Innovative construction of web based program recruitment method to aid COE in specific recruitment efforts, and data tracking of potential students
- **Development:** Establishment and implementation of direct mailing solicitation plan for scholarship proposal initiative
- **Research:** Conducted first study of pedagogical language and online learning management systems for McGraw-Hill in pre-service teachers
- **Evaluation:** Conducted campus wide mixed-method evaluation of Black faculty shortage issue

Educational Consultant, Founder

Lynch Educational Consultation, Pleasant View, TN

Apr 2011 - Present

Responsibilities

- **Compliance Evaluation:** Evaluation of Special Education case files for compliance, and adequacy of interventions
- **Data analysis:** Perform data entry tasks and statistical analysis of clientele trends using R-Studio program
- **Grant Writing:** Development of foundational grants for operational and programmatic expenses for non-profit organizations
- **Professional Development facilitation:** Implement professional development workshops for schools regarding Special Education practices, laws, and instructional methodologies
- **Communication:** Provide advocacy services for Special Education families through written evaluation of document analysis
- **Program Design:** Initiate proposal development for exemplary projects that support vocational training endeavors of non-profit organizations
- **Program Design:** Plan and develop curriculum objectives and program guidelines for secondary school enrichment programs faith-based non-profit organization

Accomplishments

- **Grant Writing/Funding Acquisition:** Securement of \$23,365 in funding through grant writing geared toward Adult Basic Education and Adult Literacy programs
- **Program Evaluation:** Development of annual program assessment reports for clientele trends of Urban League of Middle Tennessee
- **Program Evaluation:** Conduct faith-based program needs assessment for use in development of strategic funding plan/proposals
- **Program Evaluation:** Conduct comprehensive evaluation of after-school and summer reading program to include quantitative and qualitative examination of program effectiveness for organizational planning
- **Program Evaluation:** Established inaugural survey method and evaluation of standards alignment of Project Ready © curriculum for Urban League of Middle Tennessee

Adjunct Faculty

University of Phoenix, Nashville, TN

May 2012 - May 2014

Responsibilities

- **Instruction:** Instruction of adult learners in basic and general education courses of English 125, English 135, English 215, Communication 172, Communications 200, and Communication 320.
- **Program Design:** Development of course curriculum for varied courses
- **Instruction:** Weekly evaluation of individual and collaborative student work

Research Assistant-HBCU-UP NSF Grant

Tennessee State University, Nashville, TN

Jan 2011 - May 2012

Responsibilities

- **Analytics:** Wrote and implemented coding language for R-Studio program
- **Analytics:** Calculated statistical analysis of data sets with use of R-programming language
- **Analytics:** Direct implementation of qualitative research methodology for focus groups

- **Organizational skills:** Organized and schedule data collection for over 100 university courses

Accomplishments

- **Collaboration:** Collaborated with grant director to develop strategic plan for National Science Foundation research grant
- **Presentations:** Presented research results at state, national, and international academic conferences
- **Communication:** Wrote literature reviews for conference presentation and grant proposals

Adjunct Faculty, Curriculum Developer

Columbia Southern University, Orange Beach, AL

Mar 2010 - April 2012

Responsibilities

- **Instruction:** Facilitated independent student learning through Blackboard
- **Communication:** Provided daily feedback to undergraduate students on writing submissions
- **Interpersonal communication:** Communicated with students to reinforce university policy, academic inquiries, and integrity policy violation issues via email on a daily basis
- **Instructional Evaluation:** Edited and grade weekly essays to improve student writing skills for nearly 100 students
- Participated in online FERPA certification and professional development courses

Accomplishments

- **Instructional Design:** Development of guidelines for university basic education course, Eng1030, to include development of assessment materials and rubric based grading standard for all university faculty facilitating course

MASE Program Coordinator/Mentor Teacher

Lipscomb University, Nashville, TN

July 2010 - Dec 2012

Responsibilities

- **Instruction:** Instructed course in IEP development, Inclusion Teaching Strategies, and Writing Instruction for Students with Disabilities
- **Instructional Design:** Developed supplemental study materials to correspond with Blackboard course material
- **Operations:** Provided administrative support to guest presenters for monthly cohort sessions
- **Instructional Evaluation:** Graded and provide feedback for Graduate level writings
- **Program Design:** Developed supplemental presentations to facilitate cohesiveness between coursework
- **Employee Evaluation:** Conducted evaluative observations of transitionally licensed teachers

Accomplishments

- **Analytics:** Aided in syllabus/assessment alignment for 2011 NCATE review
- **Organizational Skills:** Systematically monitored and track in-service, professional development, and support hours for five transitionally licensed teachers in Robertson County schools.
- **Employee Evaluation:** Developed measurements tools to assess immediate effectiveness of

the mentors' teaching skills

English Teacher

Kenwood High School, Clarksville, TN

Aug 2003 - Jun 2010

Responsibilities

- **Instruction:** Designed lessons oriented toward writing instruction, career and post-secondary employment focus, and college-readiness focus
- **Organizational Skills:** Managed the educational progress of Special Education students through monitoring of annual performance and development of IEP's
- **Analytics:** Analyzed data and performance trends for school based curriculum decisions

Accomplishments

- **Instruction:** Developed Gateway preparatory lessons for both students with and without disabilities which resulted in 98percent Proficiency Rate on state test
- **Instruction:** Prepared students with and without disabilities for TCAP Writing Assessment, to achieve a mean score of 4.0 (District score: 4.18, state score 4.1)
- **Program Design:** Developed systematic writing evaluation process that provided feedback to Honors students on writing assessments, which resulted in 100percent passing rate on state writing test and mean score of 5.13 (District: 4.2; state: 4.18)

English Teacher

Hampton High School, Hampton, VA

Aug 2002 - Jun 2003

Responsibilities

- **Instruction:** Designed standards-based lessons oriented toward freshman English curriculum for remedial level students at-risk for special education
- **Instruction:** Instructed students in grammar, mechanics, and literature analysis.

Accomplishments:

- **Instruction:** Invited to be the English teacher of an innovative Computer-Based Learning Pilot program.

OCCUPATIONAL EXPERIENCE (Volunteerism/Leadership)

Zeta Phi Beta Sorority Inc.

Rho Mu Zeta Chapter, Clarksville, TN

Dec 2006 - Present

Chair of the Tennessee Executive Board (elected), 2015-2017

- **Operations:** development of quarterly reporting system for board members
- **Collaboration:** working with eight woman team for operation of board

South Central Region Conference Evaluations Chair (appointed), 2016

- **Evaluation:** development and analysis of the 87th annual conference feedback forms

Tennessee Expansion Coordinator, statewide (appointed), 2015-2016

- **Strategic Planning:** development of annual strategic plan for state of TN growth
- **Supervision:** Supervision of 10 woman team through project management style of task management
- **Community Partnership Development:** development of partnerships with local service

- organizations in target areas for Days of Service
- **Development/Funding Acquisition:** development and implementation of donor marketing plan for program sponsorship
- **Collaboration:** coordinate statewide initiative with State Director, Geographical Area Coordinators, and Reclamations Coordinator
- **Interpersonal Communication:** facilitation of quarterly conference calls regarding status of initiative

Chapter President (elected), Rho Mu Zeta Clarksville 2014-2017

Responsibilities

- **Operations:** submission of chapter reports for state and regional reporting development
- **Strategic Planning:** development of annual strategic plan for chapter growth, fundraising, and community service endeavors
- **Collaboration:** coordinating efforts of four committees that oversee annual scholarship banquet, community service events, social events, and scholarship initiatives; ad hoc committee member to each chapter committee

Accomplishments

- **Operations:** Establishment of strategic planning implementation, data centralization process implementation, establishment of capturing quantifiable data related to service hours, dollars/items donated, and community reach
- **Analytics:** Facilitation of inaugural chapter strategic plan that has resulted in 36% membership growth, 100% growth in service hours completed, 100% growth in chapter cash assets, 200% growth in items donated

National Director of Diversity Initiatives (appointed), 2012

Accomplishments

- **Strategic Planning:** proposal development for strategic planning of organizational diversity initiatives to include marketing and public relations component

Z-Hope Committee Co-Chair

- **Collaboration:** work on committee to plan community service events to include organization of necessary insurance coverage for event, publicizing, and event feedback evaluation analysis

Urban League of Middle Tennessee

Urban League of Middle TN Young Professionals, Nashville, TN

Mar 2013 - Present

2015 A.C.E. Leadership Conference Director

Responsibilities

- **Project Management:** Coordination of team of volunteers for event planning, publicizing, and speaker selection
- **Collaboration:** monthly meetings with committee to plan initial components of the conference

Accomplishments

- **Organizational Skills:** Development of sponsorship packages for funding acquisition, organization of registered attendees check-in and on-site registration day of event
- **Event Cost Analysis:** Decreased event cost by 50% from 2014, and 75% from 2013
- **Funding Acquisitions:** Publicizing to local institutions of higher education, community businesses, and community leaders to acquire sponsorships and donations toward conference with 65% success rate

Parliamentary Procedure Chair (elected), 2014-2015

Responsibilities

- **Operations:** Development of By-laws reviewing process, and adoption of new By-laws

Vice President, 2013-2014

Responsibilities

- **Collaboration:** facilitation of monthly committee chair meetings in online and teleconference medium to enable telecommuting of committee chairs which enhanced meeting attendance
- **Analytics:** analysis of event feedback and development of quarterly reports of organizational progress

Accomplishments

- **Operations:** establishment of operational procedures for committee chair to request executive board committee approval for events
- **Operations:** establishment of evaluation and reporting system of event success for future event planning

Youth Empowerment Committee Chair (appointed), 2013

Accomplishments

- **Analytics:** development of event feedback forms and analysis of reporting trends

Mt. Zion Baptist Church Ministries

Nashville, TN

Jan 2013 - 2015

“Dream Team:” Mt. Zion Baptist Church Dream Center Development Committee

Responsibilities

- **Collaboration:** monthly meetings to develop strategic plan for venue development

I AM CHANGE Curriculum Development Co-Chair

Responsibilities

- **Collaboration:** quarterly meetings to develop long term curriculum for youth ministry initiative

Accomplishments

- **Program Design:** lesson plan development of curricula for faith-based enrichment curricula for youth ministry

Begin Anew (formerly known as Christian Women’s Job Corp)

Executive Board Member, Nashville, TN

Jan 2014 – Present

Vice Chair of the Board, 2017

Junior Executive Board Member, *Nashville, TN*

Jan 2014 – April 2015

Responsibilities

- **Funding acquisition:** researching for development of proposal’s funding for operational budget support
- **Collaboration:** participate in quarterly junior executive board meetings for planning of quarterly events

PROFESSIONAL WORKSHOPS/PRESENTATIONS

Invited, Trainer, American Association of Access Equity and Diversity, Scottsdale AZ June 2017

- ▶ Subjectively Objective: Tenure and the Underrepresented Minority Faculty in Higher Education

Co-Presenter (with student researcher), National Conference for Undergraduate Research (NCUR),
Memphis TN April 2017

- ▶ Research, Retention, and Millennials: Use of Social Media Marketing in Engaging Underrepresented Minority Millennials in Undergraduate Research Initiatives

Invited, Trainer, University of Missouri College of Education, Columbia MO Mar. 2017

- ▶ Strategies of COPE model to Recruit and Retain Diverse Faculty

Accepted, Presenter, National Institute for the Study of Transfer Students, Atlanta GA Feb. 2017

- ▶ Improving Campus Climate for Increased Degree Attainment: Making a Home for Transfers

Presenter, National Social Sciences Association, St. Louis MO October 2016

- ▶ Where have all the Black Academicians gone? Case Study for Mixed Methods evaluation of Shortages in Black Faculty in Higher Education

Presenter, Zeta Phi Beta Sorority Incorporated, International Grand Boule, Orlando FL July 2016

- ▶ Building upon Sisterhood: Strategic Planning for Organizational Growth

International Conference on Learning and Admin in Higher Education, Nashville TN May 2016

- ▶ Black Minds Matter: The Call to Retention of Young Black Academics in Higher Education

International Conference on Learning and Admin in Higher Education, Nashville TN May 2016

- ▶ Defying the Definition of Insanity: Assessing the Robust Nature of University Outreach In the Community using Carnegie Community Engagement Classification and Lynch Outreach Assessment Model (LOAM)

Presenter, American Business World International Conference, Nashville TN May 2016

- ▶ Black Minds Matter: Use of Innovation Management Strategies to Improve Diversity Retention in Higher Education

Invited, Presenter, American Association of College & Universities, Philadelphia PA Mar. 2016

- ▶ Call to Black Minds Matter Movement: Strategies to Improve Diversity Retention of Generation X and Millennial Faculty in Higher Education

Invited, Presenter, McGraw Hill Teach Without Limits, InExpo Conference Platform Mar. 2016

- ▶ Flipping Education on its Head: Increasing Active Learning in your Classroom with the Flipped Model

Invited, Presenter, 6th annual Women's Leadership Symposium, Clarksville TN Mar. 2016

- ▶ Earning your Leadership DNA: Identifying the Type of Leader within You to Enhance the Leaders in Others

Invited, Speaker, APSU Department of Communication Speaker Lecture Series, February 2016

- ▶ Call to Black Minds Matter: Promoting Diversity through Innovation Management

Co-Presenter, Association of Teacher Education, Chicago IL February 2016

- ▶ The Dearth of Diversity in Teacher Education

Co-Presenter, 4th annual MTSU Literacy Conference, Murfreesboro TN January 2016

- ▶ Art & Literacy: Exploring the Impact of Art Analysis on Critical Thinking through the lens of Literacy

Co-Presenter, NAC of World Council for C& I, Brentwood TN October 2015

- ▶ Saving our Sons: An Investigation of Male and Minority Attrition in Teacher Education and a Model to Recruit, Retain, and Reward.

- Presenter, Innovative Educator Conference, Clarksville TN March 2015
 ▶ The Problem is Not that there are Problems: How to Increase Student Engagement through Learner-Focused Teaching of Problem Based Learning
- Co-Presenter, 3rd Annual MTSU Literacy Studies Conference, Murfreesboro TN February 2015
 ▶ 22nd Century Skills for 21st Century Teachers: Information Literacy and Pre-Service Teacher Quality
- Presenter, Zeta Phi Beta Sorority National Executive Board Meeting, Houston TX January 2015
 ▶ Impact of Corporate Sponsorship and Fiscal Benefits
- Co-Presenter, APSU Women in Leadership, Clarksville TN November 2014
 ▶ Critical Mass and Women in Higher Education
- Co-Presenter, National Conference on Race and Ethnicity in Higher Education, Indianapolis, IN May 2014
 ▶ But if I go over there and get to know them as individuals, What am I to do with my Stereotypes?": Concept of Critical Mass and Diversity in High Education
- Keynote Speaker, Kappa Delta Pi Induction Ceremony, Clarksville, TN April 2014
 ▶ The Role of Professional Educators, closing remarks
- Co-Presenter, TBR Access to Success Summit Increasing Student Success, Murfreesboro, TN February 2014
 ▶ "Practical Applications of Critical Mass in Higher Education Retention"
- Keynote speaker, 2014 Zeta Phi Beta Sorority Incorporated, Rho Mu Zeta Founder's Day Luncheon January 2014
 ▶ Branding Oneself to Service to Others
- Co-Presenter, National Association of Multicultural Education, Oakland, CA November 2013
 ▶ "Critical Mass as a Tool for Diversity Enhancement"
- Co-Presenter, International Organization of Social Science and Behavioral Studies, Atlantic City, NJ April 2013
 ▶ "Diversity Research Consortium"
- Co-Presenter, International Organization of Social Science and Behavioral Studies, Atlantic City, NJ April 2013
 ▶ "Concepts of Critical Mass and Diversity in Higher Education"
- Presenter, Southern Region of Teacher Education, Little Rock AK October 2012
 ▶ "Do as We Do: How to Embed Instructional Strategies to Promote Transfer of Learning for Pre-Service Teachers"
- Presenter, Emerging Researcher National Conference, Atlanta GA February 2012
 ▶ "Sunday School and STEM: The Perceptions of Religion on the Selection and Persistence in Collegiate STEM Programs"
- Presenter, Tennessee Math & Science Teaching Educational Conference (TMSTEC), Murfreesboro TN January 2012
 ▶ "A Future in STEM?: A Mixed-Method Study of Rising Sophomores' Perceptions of STEM"
- Presenter, Writing Across the Curriculum PD, Adams TN November 2011
- Presenter, Tennessee Math & Science Teaching Educational Conference (TMSTEC), Murfreesboro,

TN February 2011

- ▶ “A Survey of the Scientific Epistemological Views of College Students: Assessing the Impact of the Implicit Curriculum in Science Education”

Presenter, TSU Research Symposium, Nashville, TN March 2011

- ▶ “Tantalus’ Forbidden Fruit: Review of Factors for Minority Underrepresentation in the Sciences”

Co-Presenter, National Association of Research in Science Teaching, Orlando, FL April 2011

- ▶ “A Survey of the Scientific Epistemological Views of College Students: Assessing the Impact of the Implicit Curriculum in Science Education”

Co-Presenter, American Educational Research Association, New Orleans, LA April 2011

- ▶ “A Survey of the Scientific Epistemological Views of College Students: Assessing the Impact of the Implicit Curriculum in Science Education”

Presenter, Writing Across the Curriculum PD, Springfield, TN August 2011

PROFESSIONAL WRITINGS

Published

Lynch-Alexander, E. (2017). Black Minds Matter: The Call to Retention of young Black Academics (YBAs) in Higher Education. *International Journal of the Academic Business World*, 11(1), 31-38.

Lynch-Alexander, E. (2017). Defying the definition of insanity: Assessing the robust nature of university outreach in the community using Carnegie Community Engagement Classification and Lynch Outreach Assessment Model (LOAM). *The Journal of Academic Administration in Higher Education*, 13(2), 19-24.

Lynch, E. (2016, Oct.) Subjectively Objective: Tenure and the underrepresented minority faculty in higher education, *Diverse: Issues in Higher Education*, (p.24). (non-referred, op-ed piece)

Lynch, E. (2016). Faith is Confidence: The implication of psychosocial components in faith-based educational programs on expressive communication skills of adult learners. *Journal of Research on Christian Education*, 25(2), 169-187.

Lynch-Alexander, E., McConnell, J., Sanders, A. R., & Haddy, L. (2016). Saving our sons: An investigation of male and minority attrition in teacher education and a model to recruit, retain, and reward. *Journal of Interdisciplinary Education*, 15(1), 125-142.

Stewart, G.J., Sanders, A.R., Whitten, L., Lynch-Alexander, E. (2016). My Future: The tool for clear vision in career choices. *Journal of Interdisciplinary Education*, 15(1), 143-162.

Lynch, E. (2015). Innovation management: Implications for management practices for the Servant Leader in Education. *Journal of Interdisciplinary Education*, 14(1), 40-71.

Lynch, E. (2015). Language of resilience: A mixed-methods study of academic resilience levels and writing proficiency in the general education development program participants of Nashville, TN (doctoral dissertation). ProQuest. (10631).

Gold, M., Lowe, C., Lynch, E., & Sanders, A. (2014). Concepts of critical mass in higher education. *Journal of Social Sciences Research*. 2(1), 54-62.

In Submission/Under Review

Lynch-Alexander, E. & Lyle-Gonga, M. (In submission). Where have all the Black Academicians Gone? A Model for a Case Study Mixed Methods Evaluation of Shortages in Black Faculty in American Higher Education. *Journal of National Social Sciences Association*.

Lynch-Alexander, E. (In submission) Black Minds Matter: Use of Innovation Management Strategies to Improve Diversity Retention in Higher Education. *International Journal of the Academic Business World*

Lynch-Alexander, E. (In Submission). To Mimi with Love: Lessons Learned from My Baby Boomer Minority Faculty Mentor.

Minadeo, D., Putman, G., LaForge, P., & Lynch, E. (In submission). Augmenting state projections: Comparability of staffing patterns derived from OES employment and online vacancies.

White Papers/Reports

Lynch- Alexander, E. & Lyle-Gonga, M. (2016). A Report on the Shortages of Black Faculty at APSU. [internal use]

Lynch-Alexander, E., Bailey-Schaeffer, K., & Bryant, S. (2016). Evaluation of the 2010-2015 APSU Diversity Plan & Recommendations for Planning. [internal use]

Lynch-Alexander, E. & Jacobs, T. Bridgestone Americas. (2015). *Climbing out of the Pit of Strategic Planning: A Case Study of Bridgestone Americas*. [internal use]

CONFERENCE PROCEEDINGS

Lynch-Alexander, E. (2016). Black Minds Matter: The Call to Retention of young Black Academics (YBAs) in Higher Education. In Proceedings from International Conference on Learning and Administration in Higher Education (p.#). Nashville, TN: ICLAHE

Lynch-Alexander, E. (2016). Defying the Definition of Insanity: Assessing the Robust Nature of University Outreach in the Community using Carnegie Community Engagement Classification and Lynch Outreach Assessment Model (LOAM). In Proceedings from International Conference on Learning and Administration in Higher Education (p.#). Nashville, TN: ICLAHE

Lynch-Alexander, E. (2016). Black Minds Matter: Use of Innovation Management Strategies to Improve Diversity Retention in Higher Education. In Proceedings from American Business World International Conference (p.#). Nashville, TN: ABWIC

Gold, M., Lowe, C., Sanders, A., & Lynch, E. (2013). Concept of critical mass in higher education. In Proceedings from IOSSBR: *International Organization of Social Science and Behavioral Research*. (p. 83). Atlantic City, NJ: IOSSBR

Slayden-McMahan, R., Gold, M., Sanders, A., & Lynch, E. (2013). The diversity research consortium: A higher education and public school system partnership. In Proceedings from IOSSBR: *International Organization of Social Science and Behavioral Research*. (p. 29). Atlantic City, NJ: IOSSBR

Arino de la Rubia, L. Lynch, E. & Hunter, J. M. (2011, April). A survey of the scientific epistemological views of college students: Assessing the impact of an implicit curriculum in science education. Paper presented at American Educational Research Association annual conference, New Orleans, LA.

GRANTS

Grants Funded

Lynch, E. & Linares, J. (\$792). Fall 2016. *Perception of Campus Climate for Military Affiliated Transfer Students or Military Connected*. National Institute for the Study of Transfer Students. 1 year research grant on the perceptions of campus climate for military affiliated/connected transfer students.

Lynch, E., Brown, T., & Meisch, K., (\$144,407.50) Spring 2016. *APSU Improving Campus Climate for Increased Degree Attainment (ICCIDA)*. Tennessee Higher Education Commission. Institutional Outcomes Improvement Fund grant. 2 year grant to affect the outcomes of retention and degree completion of those identified as deficient in growth by providing explicit interventions to target populations based on their perceptual adversities that would cause them not be retained to 60-90 hours and persist to degree completion.

Lynch-Alexander, E. McConnell, J., Burke, K., & Walker, A. (\$14,955). Spring 2016. *APSU Promoting Retention through Internships & Student Mentorships*. TBR Student Engagement, Retention, and Success grant. 1 year pilot program to increase the retention rate and career readiness skills of underrepresented minorities to include students defined as economically disadvantaged; non-traditional students, and/or individuals with disabilities, all in their sophomore classification year.

Lynch-Alexander, E., Marshall, K., Bryant, S., & Lyle-Gonga, M. (\$7,895). Fall 2015. *Sister2Sister Movement E³* grant. Austin Peay State University. One year mentorship, support group, and community service initiative designed for first year underrepresented minority women at Austin Peay State University

Lynch, E. (\$50,000). Spring 2015. *Thompson Charitable Foundation Fellows (TCFF-T.E.A.M) Grant*. Thompson Charitable Foundation. Five year scholarship grant to provide undergraduate students from Scott and Blount County majoring in Special Education academic scholarships to assist with tuition expenses.

Lynch, E. (\$5,000) Fall 2014. Scholarship proposal for T.E.A.M scholarship Matching Funds. Austin Peay State University, Diversity Committee.

Lynch, E. (\$8,365). Fall 2012. Adult GED program for Urban League of Middle Tennessee. Community Foundation of Middle Tennessee. One year funding for operational support of Adult GED program.

Lynch, E. (\$15,000). Summer 2012. Workforce Development partnership with Family and Children Services for Urban League of Middle Tennessee. Bank of America: Education Initiative. One year funding for operational support of spectrum of combined services between ULMT and FCS.

Grants Submitted, Under Review

Lynch-Alexander, E. (\$497,750). Summer 2017. *Authentic Barriers to Student Retention in STEM: Does Participation in URE genuinely impact URM Student Retention?* NSF CAREER 17-537,

EHR/DUE. Five year grant to research why data in Tennessee is not aligning overall with the literature supporting the impact of UGR on retention so as to improve STEM learning environments, as well as increase our STEM workforce development through degree completers.

Lynch, E., Lowe, C., Bruster, B., & Alvey, T. (\$2,391,725). Spring 2017. *Preparing English Language Learners and their Educators for Success (PELLES)*. US Department of Education, Office of English Language Acquisition. Five year grant to provide high quality professional development programming to middle/secondary non-certified personnel, implement a community-based cultural integration program geared toward post-secondary planning, and provide financial assistance for 100 undergraduate and graduate student enrolled in our ELL-certification program.

Eichhorn, J. & Lynch, E. (\$680,087.00). Spring 2017. Sexual Assault Prevention Programming while Building Violence-Averse Communities, (SAPP-BVAC) Office of Violence Against Women. OMB Number – OVW-2017-11904 Grants. Three year program to address seven program areas to provide a fully comprehensive campus program to reduce sexual assault, domestic violence, dating violence, and stalking, increase pro-social behaviors and awareness for victimization in the target populations, as well as address the priority area of providing meaningfully increase access to OVW programming for specific underserved populations.

Proposals Written, unfunded

Lynch-Alexander, E., Meisch, K., Taylor, C., & Dolan, J., (\$4,998,356). Spring 2017. Pathways to STEM Success: Increasing Completion Rates of Diverse Populations enrolled in STEM Baccalaureate Degree programs. NSF S-STEM. Five Year project to increase the number of STEM bachelor's degree graduates who are members of self-identified diverse groups to include first generation college students, low-income Pell grant recipients, individuals with self-reported disabilities and gender, racially, or ethnically underrepresented minorities, while providing Undergraduate Research engagement opportunities.

Rands, D. & Lynch-Alexander, E. (\$265,200). Fall 2016. The Study Abroad Japan Project. The Japan Foundation. A three year project to send undergraduate students abroad to conduct humanities research in Japan while strengthening the university's Asian Studies program.

Peters, L., & Lynch, E. (\$107,662). Fall 2016. *Our Voices*. National Endowment for the Humanities. Two year pilot program to provide exposure to elementary aged students to world literature, public speaking, and film through implementation of a service learning project in three Austin Peay State University (humanities) course re-designs.

Lynch, E. & Anderson, L. (\$937,752). Fall 2016. *Growing Healthy Mississippi*. Center for Disease Control. Programs to Reduce Obesity in High Obesity Areas to Boost Prevention CDC-RFA-DP16-1613. 2 year program to address childhood obesity through community-based educational curricula by community organizations and field experts.

Lynch-Alexander, E. & Lowrance, L. (\$1,242,028) Spring 2017. Personnel Program for High-Intensity Populations: Teaching Gifted Children in Rural Schools (TGCRS). OSERS: OSEP: Interdisciplinary Preparation in Special Education, Early Intervention, and Related Services for Personnel Serving Children With Disabilities Who Have High-Intensity Needs CFDA Number 84.325K. 60month program to support research in gifted education for rural students in high-need LEA through personnel and professional development with community based clinical experiences.

Lynch, E. & Wells, L. (\$815,417). Fall 2016. *iCAN Assistive Technology*. Institute of Educational Sciences. 4 year program to further prepare educators to use technology tools to improve individualized instruction through a more intensive literacy intervention with assistive technology for students with and at-risk for Speech/Language Impairments.

Lynch, E., Gold, M., & Stewart, G., (\$1,132,042). Spring 2017. *Developing Advanced Teaching Administrators (DATA+)* US Department of Education. Office of Special Education Programs. Personnel Development to Improve Services and Results for Children with Disabilities-Preparation of Special Education, Early Intervention, and Related Services Leadership Personnel (CFDA 84.325D). Personnel grant for 36 scholars to complete Ed.S with Special Education focus.

Lynch, E. & Anderson, L. (\$905,382). Fall 2016. *Growing Healthy Mississippi*. U.S. Department of Agriculture. Agriculture and Food Research Initiative Competitive Grants Program Childhood Obesity Prevention Challenge Area, 4 year integrated approaches programming to childhood obesity prevention through community-based educational components and reduction of community food deserts.

Wallace, K., & Lynch-Alexander. (\$95,804,981). Fall 2016. Generation for Change: National Center for Excellence in Teaching STEM. MacArthur Foundation, 100&Change. Six year seed grant to create the National Center for Excellence in Teaching STEM whose mission will be to increase the rate of production of STEM teachers of color in America.

Lynch-Alexander, E. & Moses, C. (\$1,940,042). Fall 2016. *Growing Healthy Mississippi*. U.S. Department of Agriculture. Community Food Projects Competitive Grants Program CFD 10.225. Four year consortium project to conduct research on issues related to food insecurity, development of network to increase food access in local food system, and creation of community-based educational components as interventions for individuals in four counties in Mississippi.

Lynch-Alexander, E., Braxton, M., & Lyle-Gonga, M. (\$5,000). Fall 2016. Bringing Theory to Practice: Supporting and encouraging liberal education in linking the learning, well-being, and civic development of students. American Association of Colleges and Universities (AAC&U). 1 year grant to support for one-year projects (for calendar year 2017–2018) based around thematically integrated gatherings or dialogues involving a core group of diverse campus constituents.

Lynch, E. & Lowe, C. (\$73,781). Fall 2016. *Empowering Educators of English Language Learners with Literacy Skills (E³L³)*. Tennessee Higher Education Commissions. One year professional development program for Middle/Secondary Cognate teachers on authentic data use for making instructional decisions in the area of Reading/English Language Arts for English Language Learners.

Lynch, E. & Lowe, C. (\$1,979,116). Spring 2016. *Preparing English Language Learners and their Educators for Success (PELLES)*. US Department of Education, Office of English Language Acquisition. Five year grant to provide high quality professional development programming to middle/secondary non-certified personnel, implement a community-based cultural integration program geared toward post-secondary planning, and provide financial assistance for scholars enrolled in our ELL-certification program.

Eichhorn, J. & Lynch, E. (\$707,744). Spring 2016. Sexual Assault Prevention Programming while Building Violence-Averse Communities, (SAPP-BVAC) Office of Violence Against Women. OMB Number – 1122-0020 Grants. Three year program to address seven program areas to provide a fully comprehensive campus program to reduce sexual assault, domestic violence, dating violence, and stalking, increase pro-social behaviors and awareness for victimization in the target populations, as

well as address the priority area of providing meaningfully increase access to OVV programming for specific underserved populations.

Lynch, E., McConnell, J., Burke, K., & Walker, A. (\$149,918). Spring 2016. *Researching Career Readiness and Future Thinkers (CRAFT) Program for Youth Crime Prevention*. National Institute of Justice. New Investigator/Early Career Program in the Social and Behavioral Sciences, CFDA 16.560 Grant. 2 year grant to explore the factors that contribute to youth-crime prevention by providing an intervention program with explicit instruction in career readiness skills and resilience for middle-school aged youth in two low-income schools. The primary purpose of this study is to determine the effectiveness or impact of an intervention.

Lynch, E., & Taufi, K. (\$2,041,407). Spring 2016. *Promoting Regional Immigrant and Migrant Students for Educational Retention Outreach Program through College Assistance Migrant Program (PRIMERO-CAMP)*. US Department of Education, Office of Elementary and Secondary Education (OESE): College Assistance Migrant Program (CAMP). Five year grant to provide academic, financial, and socio-emotional support program with a faith-based partner for migrant and seasonal famers or their immediate family members to persist through college.

Lynch, E., McConnell, J., Burke, K., & Walker, A. (\$37,890). Spring 2016. *Research on Promoting Retention through Internships and Student Mentoring (R-P.R.I.S.M)*. TBR Research Grant. 1 year grant to increase the retention rate and career readiness skills of underrepresented groups all in their sophomore classification year, by examining the latent and correlating variables that will enhance student retention.

Lynch, E., Lyle-Gonga, M., Sims, L., & Blake, M. (\$39,783). Spring 2016. *Research on Improving Campus Climate (R.I.C²)*. TBR Research Grant. One year grant to explore diversity related environment to include campus climate.

Lynch, E. (\$200,000). Spring 2014. *Together Each Achieves More (T.E.A.M) Grant*. Johnson Scholarship Foundation. Five year scholarship grant to provide undergraduate students in the Special Education department with documented disabilities academic scholarships to assist with school expenses.

Lynch, E. & Gold, M. (\$1,200,316). Fall 2014. *Data-driven Leaders Equals Student-centered Success (D-LESS)*. US Department of Education. Office of Special Education Programs. Personnel Development to Improve Services and Results for Children with Disabilities-Preparation of Special Education, Early Intervention, and Related Services Leadership Personnel (CFDA 84.325D)

Lynch, E. & Gold, M. (\$1,199,616). Fall 2014. *Developing Advanced Teaching Administrators (DATA+)* US Department of Education. Office of Special Education Programs. Personnel Development to Improve Services and Results for Children with Disabilities-Preparation of Special Education, Early Intervention, and Related Services Leadership Personnel (CFDA 84.325D)

Lynch, E. & Lowrance, L. (\$973,182). Fall 2014. *Developing Educators for Teaching Exceptional Children with Low Incidence Disabilities*. US Department of Education. Office of Special Education Programs. Personnel Preparation in Special Education, Early Interventions, and Related Services (CFDA 84.325K)

Lynch, E. (\$5,000) Fall 2014. Scholarship proposal for T.E.A.M scholarship Matching Funds. Georgia Pacific Foundation.

Lynch, E. (\$5,000) Fall 2014. Scholarship proposal for T.E.A.M scholarship Matching Funds.

American Family Insurance Foundation.

Lynch, E. & Lowrance, L. (\$661,400). Spring 2014. *Developing Educators for Teaching Exceptional Children*. US Department of Education. Office of Special Education Programs. Personnel Preparation in Special Education, Early Interventions, and Related Services (CFDA 84.325K)

Lynch Walden, E. (\$746,723). Fall 2014. Research-based Early Childhood Special Education Training (RECET). US Department of Education. Office of Special Education Programs. Early Childhood Special Education Training Grant.

Lynch Walden, E. (\$9,644). Spring 2013. Creating Research-based Enrichment Together with Underrepresented Minorities (CRETUM). Austin Peay State University. SASI grant to provide undergraduate scholars the opportunity to engage in authentic professional development opportunities as a means to enrich the rigor of their APSU coursework.

ORGANIZATIONAL MEMBERSHIPS

National Institute for Study of Transfer Students, 2016-present
National Council for Undergraduate Research, 2016-present
Learning Forward Tennessee, 2014-Present
Robert K. Greenleaf Center for Servant Leadership, 2014-Present
Council for Exceptional Children, 2014-present
Urban League of Middle Tennessee, Young Professionals, 2013-2015
American Educational Research Association 2010-2015
Zeta Phi Beta Sorority Incorporated, 2006-Present
United States of America Track & Field Association, 1997-Present
TN Education Association, 2006-2011
National Association of Research in Science Teaching, 2010-2011
National Education Association, 2006-2010
Kappa Delta Pi Fraternity, 2006-Present

ADDITIONAL TRAINING

June 2016 Grant Training Center

Training: Methods in Federal and Foundational Grant proposal Writing

Facilitator: Dr. Mathilda Harris

June 2015 Learning Forward Tennessee

Training: Principal Leadership Strategies for Promoting Teacher Data Use

Facilitator: Jeff Wayman, Ph.D

October 2014 Learning Forward Tennessee

Training: Five Steps for Structuring Data-Informed Conversations and Action in Education

Facilitator: Shelby M. Maier, Ph.D

July 2014 Zeta Phi Beta Sorority Inc. International Boule

Training: Using Community Leadership to Prepare Ourselves and Zeta for the Future

Facilitator: Krysta Jones, National Director of Social Action

July 2014 Zeta Phi Beta Sorority Inc. International Boule

Training: Building Value of Our Time: Effective Strategies for Personal and Chapter

Productivity

Facilitator: Stacie NC Grant

June 2014 Zeta Phi Beta South Central Regional Leadership Conference

Training: Leadership Styles that Ensures Your Success

Facilitator: Giana Gardner, South Carolina State Director

May 2014 National Conference on Race and Ethnicity in Higher Education

Training: Black Greek Letter Fraternity/Sorority Growth in the 21st Century

Facilitator: Rasheed Ali Cromwell, Esq. and Syreeta Greene of Harbor Institute

October 2013 National Urban League Whitney M. Young Leadership Conference

Training: Building a Strategic Chapter Plan for Success

Facilitator: Kira Van Niel

Training: Managing Supplier Diversity

Facilitator: Dominica Groom

Training: Roberts Rules of Order

Facilitator: Carlos Canton

May 2013 National Conference on Race and Ethnicity in Higher Education, New Orleans, LA

Training: A Student Affairs Approach to Developing a Multicultural Competence Strategic Plan

Facilitator: Stephanie Ray, Ph.D and Rupert Perez, Ph.D

March 2013 APSU Grants Fraud Workshop

Training: Federal Grants Fraud

Facilitator: Assistant Special Agent in Charge Aberre Broome

October 2012 Monarch Center

Training: Office of Special Education & Programs (OSEP) Federal Grant writing

April 2011 American Educational Research Association, New Orleans, LA

Training: Mixed Data Analysis Techniques: A Comprehensive Step-by-Step Approach

Facilitator: Anthony Onwegbuzei, Ph.D., F.S.S., P.G.C.E.

HONORS

2016: Excellence in Presentation Awards--ABWIC/ICLAHE, "Black Minds Matter: The Call to Retention of young Black Academics (YBAs) in Higher Education"

2013: IOSSBR, Best Paper Award, "Concepts of Critical Mass and Diversity"

2011: TSU Research Symposium, 1st place Oral Presentation, Graduate Student Category

SERVICE

Committee Assignments

2017-2018

Chair, APSU Undergraduate Research & Creative Activities Committee

APSU Diversity Committee

APSU Institutional Effectiveness Committee

MDE COE Diversity Task Force

2016-2017

Chair, APSU Diversity Task Force

APSU Foundations of Excellence, Role and Purpose Committee

APSU Academic Honors and Awards Committee
APSU Diversity Committee
APSU Institutional Effectiveness Committee
APSU Undergraduate Research & Creative Activities Committee
MDE COE Diversity Task Force

2015-2016 APSU Diversity Committee, Data & Diversity Strategic Planning Subcommittee
MDE COE Diversity Task Force

2014-2015 APSU Diversity Committee, Data & Diversity Strategic Planning Subcommittee
MDE COE Social Committee, Chair
MDE COE Diversity Task Force

2013-2014 APSU Diversity Committee
APSU Affirmative Action Committee
MDE COE Social Committee
MDE COE Recruitment & Retention Committee

2012-2013 MDE COE Social Committee

Manuscript Review

2015- Present Manuscript Reviewer: *Journal of College Student Retention: Research, Theory & Practice*, Sage.

2014-Present Manuscript Reviewer: *Journal of Research on Christian Education*. Routledge.

Conference Proposal Reviewer

2016-Present National At-Risk Youth Annual conference

COMMUNITY SERVICE

2015-Present: Executive Board of Begin Anew (formerly Christian Women's Job Corps)
2015-Present: W.A.C.G-The Family, Girls Youth Basketball program, Executive Board Member
2014-Present: Dream Team: Mt. Zion Baptist Dream Center Development Committee
2006 - Present: Zeta Phi Beta Sorority Incorporated, Rho Mu Zeta Clarksville Chapter
2012 – 2015: Urban League of Middle Tennessee, Young Professionals
2013- 2014: Christian Women's Job Corp, Jr. Executive Board
2014- 2015: The Mental Health Initiative, Executive Board Member
2012-2014: Mt. Zion Baptist Church I AM Change Youth Ministry

REFERENCES

Available upon request