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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 & 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 Community College	August 2011 – May 2014
Adjunct Instructor	Washington, DC
Baltimore City Community College	August 2007 – May 2010
Adjunct Instructor	Baltimore, Maryland

EDUCATION RESEARCH AND DATA ANALYST POSITIONS

Ken Consulting Inc.	May 2019 – Current
Education Research Project Manager	College Park, MD
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: 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

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.

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. Santa Barbara, California: 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: Santa Barbara, California: ABC-CLIO Press.

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.

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.

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.

Rejected

2. **Baylor, R.E. and Middleton, K.V. (2022) 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. (2022). Learner-centered education – Importance, instructional practices, student humanization, and measurement: A multi-author perspective paper.**

**Other names used: Celey*

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: **\$405,170**

4. **\$232,170** **National Science Foundation** – Alliance for Graduate Education in the Professoriate (AGEP). An AGEP Historically Black Universities Model 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. [2020 - 2021].
Grant Role: Research Professor
2. **\$20,000** **Maryland Open-Source Textbook (M.O.S.T.)** – Morgan Open Educational Resources Mentorship Initiative (MOERM). [2021 - 2022].
Grant Role: Researcher
1. **\$3,000** **Howard University** – School of Education Daniel Dissertation Award. [2018 - 2019].
Grant Role: Research Professor

Not Funded Grant Total: **\$86,100**

3. **\$10,000** Morgan State University Innovation & Entrepreneurship Center – **Study Title: Black Wealth and Education: A Qualitative Study on the Entrepreneurial Experiences of Black Teachers.** [2023].
2. **\$26,100** Spencer Foundation – Small Research Grant. **Study Title: An Examination of the Relationship Between Institutional Factors and Community College Student Outcomes.** Submitted [2022].
1. **\$50,000** Spencer Foundation – **Research Conference. Community College Leadership and Historically Black Colleges and Universities** [2020].

COURSES TAUGHT

Morgan State University

Contemporary Issues in Urban Education
Introduction to Education Research
Mixed Methods Research for Community College Leaders
Qualitative Research Methods in Education
Quantitative Research Methods in Education
Quantitative Data in Education I
Quantitative Data in Education II
The Learner-Centered Community College

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 Community College

Developmental Mathematics I and II

PEER REVIEWED ACADEMIC PRESENTATIONS – FIX THIS

8. Baylor, R.E. (2023, April 20). **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. (2021, February 5). **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. (2021, January 13). **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 Ibrahim Alobidan. (2018, May 8). **Meta Evaluation of School Safety Programs.** District of Columbia Consortium Student Conference on Evaluation & Policy: Fairfax, Virginia.
4. Celey, R.E. (2017, April 13). **Strengthening the Academy: Examining the Scholarly Productivity of Black. Ph.D. Students.** Howard University Research Conference: Washington, District of Columbia.
3. Baylor, R. E. (2013, April 23). **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.

ACADEMIC PRESENTATIONS (CONTINUED)

2. Baylor, R. E. (2013, March 23). **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., David Hendrie & Pia Petola. (2012, May 18). **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

2. Baylor, R.E. Johnson, B., Ricks, E. & Thomas, V. (2022, August 26). **Factors Influencing HBCU Black STEM Doctoral Students' Desire to Join the Professoriate**. Howard University Preparing Future for Faculty Summer Institute. Washington, D.C.
1. Baylor, R.E. (2022, April 7). **Conducting Geographic Information Systems (GIS) Research as it Relates to Open Baltimore**. Maryland Longitudinal Data System Center Research Presentation Series: Virtual.

INVITED EXPERT PANELS

- 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 and discussed my career as an education research analyst.
- 2017 **Morgan State University** – School for Computer, Mathematical, and Natural Sciences
Spoke with students about my career as a research analyst and an educator.
- 2016 **9th Annual Historically Black University and College Career Development Marketplace**
Spoke on a panel about my college and career experiences.

PROFESSIONAL SERVICE

Service to the University and to 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

D.C. HBCU Alliance: Higher Education Committee Member (Current)
Journal of Diversity in Higher Education: Peer Review Board (Current)
Journal of Negro Education: Peer Review Board (Current)
U.S. Department of Education: Developing Hispanic-Serving Institutions Grant: Peer Reviewer (2017)
U.S. Department of Education: Innovative Approaches to Literacy Grant: Peer Reviewer (2016)
U.S. Department of Education: Full-Service Community Schools Grant: Peer Reviewer (2014)
Ohio State Department of Education: Straight A Grant: Peer Reviewer (2013 and 2016)
D.C. Office of the State Superintendent of Education -Early-Education Grant: Peer Reviewer (2011)

Service to the National and International Community

Sister Mentors – Assisted with the annual fundraiser, stuffing bags with trinkets and helping prepare materials for fundraising activities (2019)
Haiti – Distributed school supplies, medical supplies, clothing, food, and toys to residents in the following Haitian towns: Monency, Ducis, and Cavillion (2018)
Haiti – Featured in the Harvard Education Magazine. *Help for Haiti*. Served as co-chair on a committee that raised approximately \$6,665 for earthquake relief efforts. (2010)

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)
R, RStudio, and Tableau (*currently learning*)
Blackboard, Canvas, Looking Glass (learning management system)

PROFESSIONAL MEMBERSHIPS (PAST AND PRESENT)

American Association of Blacks in Higher Education (Former General Member)
Association of Black Sexologists and Clinicians (Former General Member)
Morgan State University Alumni Association (Financial Secretary, 2019-2021)
National Sorority of Phi Delta Kappa, Incorporated (Technology Committee Chair, 2022)
The Association of Black Psychologists (Former General Member)

ACHIEVEMENTS, HONORS & LISTINGS

2019 Morgan State University Outstanding Faculty Award
2018 New York University Steinhardt School of Education 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*