

Ryan L. Upshaw

EDUCATION

Doctor of Education, Higher Education (ABD)

The University of Mississippi, Oxford, Mississippi

Master of Arts, Higher Education/Student Personnel

The University of Mississippi, Oxford, Mississippi

Bachelor of Arts, Psychology

The University of Mississippi, Oxford, Mississippi

PROFESSIONAL EXPERIENCE

Chief Diversity Officer

Jackson Preparatory School

July 2020 – Present

Accomplishments: Created partnerships with Tougaloo College and Jackson State University (historically black colleges) to increase faculty diversity and student enrollment • Established a partnership with the William Winter Institute for Racial Reconciliation to aid in providing DEI training for faculty, board members and students • Co-Chaired a strategic planning subcommittee to implement DEI initiatives

- Provides leadership regarding the School's diversity and inclusion efforts including the development and implementation of a diversity plan in line with the school's mission and long-range strategic plans.
- Serves as a member of the senior leadership and external affairs teams as well as various school-wide committees
- Responds to and provides guidance on diversity-related issues of concern from students, faculty and staff
- Partners with Admissions staff to recruit, welcome and retain students from diverse backgrounds
- Collaborates with school leadership to increase success in recruiting and retaining a diverse faculty and staff
- Act as a resource for faculty and staff in providing academic, emotional and social support for students and families of diverse backgrounds
- Conducts diversity trainings and workshops for faculty, staff and students
- Serves as a staff sponsor to the United Students Union, a diversity and inclusion-related student group
- Coordinates diversity related programming to promote student engagement and educate the community
- Act as a liaison between the school and public service organizations in the greater community to create engagement opportunities and support outreach, admissions marketing and recruitment programs
- Engages with the school's Board of Trustees, Alumni Council and Parent-Teacher Association as needed
- Manages the Patriot Club annual giving program; Supports the Chief External Affairs Officer with alumni relations efforts and fundraising activities

Seasonal Application Reader/External Reader

Case Western Reserve University, University of California-San Diego

October 2020 – present

- Serves as a member of the Enrollment Management team for the university; Reviews admissions applications for institutions and makes recommendations for admission

Seasonal Application Reader

Questbridge

September 2020 – November 2020

- Serves on the partner relations team and evaluates applications for the National College Match program using a holistic process that includes reviewing academic, financial and personal information on students from low-income backgrounds with high potential

HIGHER EDUCATION EXPERIENCE

Assistant Dean for Student Services**June 2013 – June 2020***School of Engineering, The University of Mississippi*

Accomplishments: Created the Engineering Student Body Leadership Council to provide feedback on student-related issues and plan School-wide programs and events • Created and chaired the School of Engineering's diversity & inclusion committee made up of faculty, staff and students • Advocated for and chaired the search for a career planning specialist position to increase career development for students • Planned and facilitated the first-ever Admitted Student Days for the School and the university

- Directed recruitment efforts for the School of Engineering to meet enrollment goals, represented the school at university recruitment events and served as liaison to the Offices of Admissions and Financial Aid
- Counseled undergraduate students on academic, career and personal issues and served as a liaison between faculty and the Dean's office regarding student issues
- Provided leadership, guidance and direction to assigned professional, paraprofessional and student staff
- Coordinated the School of Engineering's involvement with New Student Orientation and advised new students
- Managed the School's scholarship awarding process, scholarship budgets and donor stewardship
- Served as a liaison with the Career Center and potential employers and co-managed the School of Engineering's cooperative education programs
- Served as advisor to the Engineering Student Body Leadership Council, met with student leaders and officers to plan events and provided guidance for initiatives
- Served as primary Dean's office liaison to all engineering student organizations and oversaw allocation of funds
- Managed student honors and awards processes and served on the Who's Who selection committee

Coordinator of Admissions & Recruitment**May 2008 – May 2013***Sally McDonnell Barksdale Honors College, The University of Mississippi*

- Developed, implemented and evaluated nationwide recruitment initiatives to attract and enroll high-performing prospective students to the Sally McDonnell Barksdale Honors College
- Spearheaded the development of an Honors-specific Orientation program by collaborating with Admissions
- Served on the Honors College Admissions and Scholarship Committees; Coordinated the awarding and management of Honors College scholarships
- Recruited, selected, trained and coordinated activities of the Honors College Student Ambassadors
- Participated in departmental assessment activities regarding admissions, recruitment and retention initiatives
- Developed, coordinated and implemented retention programming to promote student success
- Assisted with academic advising for honors college students as well as facilitation of student programs

Coordinator of Campus Visit Programs**January 2007 – May 2008***Office of Admissions, The University of Mississippi*

- Planned, developed, facilitated and evaluated campus recruiting programs and conferences
- Hired, trained and supervised 15 student telecounselors and 2 graduate assistants
- Served as the advisor to the Ole Miss Student Ambassadors; Worked closely with the 10-member Ambassadors Executive Board to facilitate new Ambassador training and leadership development
- Served as the Regional Admissions Counselor for the Mississippi School for Math & Science, Southwest Mississippi and Louisiana; Attended recruitment events and conducted daily presentations to campus visitors

SELECTED VOLUNTEER LEADERSHIP EXPERIENCES

Director of Alumni Relations, Mississippi Hugh O'Brian Youth Leadership Program**2019 – present****Director of Programs, Mississippi Hugh O'Brian Youth Leadership Program****2016 – 2019**

- Coordinated the speakers and panelists for a 3-day leadership seminar for Mississippi high school students; Served as part of the senior staff that oversees the program to ensure its success
- Coordinates activities to engage HOBY alumni and encourage continued involvement in the program; Participates in fundraising efforts, volunteer engagement efforts and serves on the Mississippi HOBY Board of Directors

Board President, *United Way of Lafayette County***2018 – 2020**

- Worked closely with the Executive Director and board leadership to manage the activities and uphold policies of the organization; Previously served as Board Vice President, Board Secretary and Community Impact Chairman
- Created the Board Member of the Year honor and restructured the Executive Committee to reflect organization needs

Chapter Advisor, *Phi Beta Sigma Fraternity, Inc. – Eta Beta Chapter***2014 – 2020**

- Advised the chapter in the areas of membership growth & development, chapter operations and external affairs
- Served as a liaison to national, regional and state leadership as well as the graduate chapter, campus staff, administration and other stakeholders
- Provided support to chapter leadership in planning meetings, service projects and events and mentored chapter members

Section Coordinator, *Mortar Board National Honor Society***2013 – 2015**

- Served as a regional representative of the National Mortar Board Office to 10 chapters in Mississippi, Louisiana and Arkansas; Assisted student leaders and advisors with leadership, membership selection, chapter development and event planning

President, *Staff Council, University of Mississippi***2010 – 2011**

- Served as a liaison between University of Mississippi staff and UM administration and advocated for their concerns; Chaired the Staff Appreciation Committee, the Outstanding Staff Award Committee and served on the UM Executive Management Council and UM Strategic Planning Council

PROFESSIONAL DEVELOPMENT**National Association of Independent Schools****2020 – present**

People of Color Conference Attendee (2020); Diversity Practitioners Institute (2021)

National Association of Student Personnel Administrators**2007 – present**

Mississippi Advisory Board (2018-2020); Region III Advisory Board (2014-2016); Mentor-Undergraduate Fellows Program; NASPA Region III Awards Selection Committee (2009-2013); NASPA/SACSA Region III New Professionals Institute Class of 2010

HONORS AND COMMUNITY INVOLVEMENT

- Dr. Donald Cole Award for Excellence in Mentoring (2020)
- LuckyDay Scholarship Program Outstanding Alumnus Award (2019)
- Omicron Delta Kappa Meritorious Service Award (2018)
- Thomas Frist Student Service Award (2018)
- Alpha Phi Alpha “Man of The Year” Award (2018)
- Mississippi Business Journal “Top 50 Under 40” Award (2018)
- Phi Beta Sigma Collegiate Chapter Advisor of the Year Award-State of Mississippi (2017)
- RebelTHON Outstanding Service Award (2017)
- University of Mississippi Lift Every Voice Award (2017)
- University of Mississippi NPHC Chapter Advisor of the Year Award (2016, 2017, 2019)
- Black Student Union Outstanding Faculty/Staff Member Award (2015)
- University of Mississippi Student Hall of Fame (2006)
- Board of Directors, Mississippi Food Network (2020-present)
- Board of Advisors, University of Mississippi School of Education (2020-present)
- Coca-Cola Scholars Foundation Program Review Committee (2020; 2010-2012)
- UM Alumni Association: Young Alumni Council (2017-2020, 2008-2012)
- National Board of Directors, Lambda Sigma honor society (2017-present)
- National Advisory Council, Omicron Delta Kappa society (2014-2017)
- Leadership Lafayette Class of 2009 – Steering Committee (2010-2020)