

DARREN D. KELLY, Ph.D.

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QUALIFICATIONS SUMMARY

Higher education executive with 16+ years of combined professional experience, including 13+ years focused on diversity and student affairs. Skilled educator and talented communicator, delivering succinct and thoughtful presentations that expertly translate highly complex concepts for diverse audiences. Considerate, ethical, innovative, and collaborative leader who promotes an environment of enrichment, cohesiveness, and visionary focus specific to equity and inclusion.

CORE COMPETENCIES

Program Leadership | Coaching and Mentoring | Curriculum Development
Conflict Resolution | Formal & Informal Presentations | Problem Solving | Project Coordination
Written and Verbal Correspondence | Supervision | Interpersonal Communications
Reporting & Documentation | Managing Teams | Grants & Funding | Project Management
Diversity & Inclusion | Educational Programs | Policy & Procedure Compliance

PROFESSIONAL EXPERIENCE

The University of Texas at Austin, TX

Associate Vice President - Diversity & Community Engagement, 2020 to Present

Member of Vice President's executive team and leader of Academic Diversity Initiatives and Student Engagement (ADI-SE), promoting recruitment, retention, and academic success for students from under-represented and under-served communities.

- Manage staff of 62 and cohort of 14 direct reports, including 3 assistant vice presidents (Center for Academic Equity, Center for Community Engagement, Center for School Partnerships).
- Hold P&L for annual budget exceeding \$2M; administrative oversight and strategic direction for all units in the ADI-SE portfolio.
- Oversee activities of all ADI-SE undergraduate initiatives, the Multicultural Engagement Center; the Gender and Sexuality Center; the Gateway Scholars Program; Monarch Scholars; Longhorn Link Program; Ronald E. McNair Scholars Program; Explore Law; the Fearless Leadership Institute; Latina and Indigenous Leadership Institute; Project MALES; the Heman Sweatt Center for Black Males; Product Prodigy; Project Wield; XP3; Co-Op Internship Program and our study abroad programs in Beijing, Cape Town, Costa Rica, and Dubai.
- Direct ADI-SE pre-college initiatives comprised of Neighborhood Longhorns Program, Advise Texas, the UT Youth Engagement Centers in Austin, Houston, Dallas, San Antonio, and the Rio Grande Valley; the Dual Enrollment Initiatives; and 100 Passports.
- Manage ADI-SE Community Engagement efforts through collaboration with the Center for Community Engagement; Texas Grants Resource Center; Community Classroom; Community Housing Hub; Front Porch Gatherings; Community-Based Learning; Austin City Hall Fellows; Alternative Breaks; The Project; UT Volunteers; and Institutional Sponsorships and Partnerships.

- Administer support and sponsorship of 4 employee resource groups:
 - Asian and Asian American Faculty and Staff Association
 - Black Faculty and Staff Association
 - Hispanic Faculty and Staff Association
 - Pride and Equity Faculty and Staff Association
- Co-founded annual Black Student-Athlete Summit, national conference focusing on diversity and race in college athletics now in its 7th year.
- Spearhead community co-sponsorship program granting \$100K to community organizations for expanding diversity and inclusion efforts.
- Oversee division's partnership program of 400+ partnerships with local, regional, and multinational organizations.
- Created strategic partnership with Kanarys DEI platform to provide benchmarking data on diversity and inclusion efforts of large corporations.
- Principal Investigator to 3 external grants totaling \$2.8M; 2 competitive federal grants (\$2.2M); and competitive foundational grant (\$0.57M).
- Achieved highest possible 2020 Higher Education Excellence in Diversity (HEED) Award scores.

Urban Economic Development Cape Town Study Abroad Program

Co-Director, 2014 to Present

- Spearheaded largest and most diverse short-term study abroad program at UT-Austin, bi-annually, in Cape Town, South Africa.
- Achieved record enrollment of 81 students with cohorts comprised of over 70% underrepresented minorities (primarily African American and Latino).
- Led non-profit internship component, placing students at NGO's working in local townships
- Secured and distributed \$50K in student scholarships for the program.

Additional UT-Austin Experience:

Principal Investigator and Director – McNair Scholars Program (2013 to Present)

- Managed P&L for \$232K budget supporting 28 first generation, low-income and underrepresented undergraduate students.
- Increased application pool by 150%, resulting in recruitment of the most competitive cohort of students in program's history.
- Established new teaching academy initiative to prepare graduating students to teach at the graduate school level.
- Established partnerships with 10+ academic programs and centers across campus.
- Achieved 100% acceptance rate to graduate school for graduating participants.
- Secured \$10K of additional research stipends from the 3M Company.

Deputy to the Vice President for Diversity and Community Engagement (2017 to 2020)

- Served as member of Vice President's leadership team and on the budget council.
- Owned end-to-end accountability for University Diversity and Inclusion Action Plan (UDIAP)
- Helped vice-president create short and long-term strategy.
- Delivered administrative support and sponsorship of 4 employee resource groups:
 - Asian and Asian American Faculty and Staff Association
 - Black Faculty and Staff Association

- Hispanic Faculty and Staff Association
- Pride and Equity Faculty and Staff Association
- Delivered research support for special projects, including research review and implementation.
- Managed division's graduate assistant program of 25+ graduate students working in various functions/areas within division.

Chief of Staff – Academic Diversity Initiatives (2014 to 2017)

- Senior Associate Vice President in management of the Academic Diversity Initiatives (ADI) portfolio focused on pre-K to Ph.D. educational pipeline.
- Administered ADI-SE employees, serving over 10K students across 5 major regional centers.
- Advised Senior Associate VP on assessment, special projects, and strategic initiatives.
- Created \$6M ADI annual budget, collaborating directly with Senior Associate VP and DDCE Chief Financial Officer.
- Managed hiring of all FT, PT and student employees, including graduate assistants.

Assistant Director – African American Male Research Initiative (2012 to 2014)

- Introduced and led programs to help African American male students with academic support, mentoring, and career guidance.
- Built and maintained relationships with community partners across Central Texas such as Communities in Schools, Sigma Pi Phi Fraternity, 100 Black Men of Austin, Inc., and Huston-Tillotson University.
- Wrote 2 white papers on mentoring and career development of African American males published for Sigma Pi Phi Fraternity's Grand Commission on Young African American Males.

Graduate Research Assistant – Gateway Scholars Program (2007 to 2012)

- Advised underrepresented and first-generation freshmen college students in the Gateway Scholars program, introducing the Gateway Scholars Peer Mentor Program to help grow the program from 10 to 50 mentors in two years.
- Served as teaching assistant for at-risk student-athletes in freshman course, Race in the Age of Obama (UGS 303).

Additional Professional Experience:

Commercial Financial Analyst, GE Healthcare, Piscataway, NJ (2006 to 2007)

FMP Analyst, GE Healthcare, Various Locations (2004 to 2006)

TEACHING

Assistant Professor of Instruction, Dept. of Kinesiology and Health Education, UT-Austin (2016 to Present)

Courses: Sociological Aspects of Sport and Physical Activity; Race and Sport in African American Life ; Leadership in Sport Organizations

EDUCATION, CERTIFICATIONS, AND CREDENTIALS

THE UNIVERSITY OF TEXAS AT AUSTIN, Austin, Texas

Doctor of Philosophy (Ph.D.) in Kinesiology with specialization in Sport Management, August 2012

- *Dissertation – Constructing the Framework for Mentoring African American Male Student-Athletes at Predominately White Institutions of Higher Learning*

M.A. in Kinesiology with specialization in Sport Management, May 2009

- *Thesis - Paying the price for “slow integration”: A history of race and football at The University of Texas at Austin from 1954 to 1972*

THE UNIVERSITY OF VIRGINIA, Charlottesville, VA

Bachelor of Science (B.S.) in Commerce with concentrations in Finance and Marketing

- *Jerome Holland Scholarship (Full Tuition) (2000 – 2004)*

LAKE FOREST ACADEMY, Lake Forest, Illinois, Cum Laude (2000)

PRINCIPAL INVESTIGATOR

- The Longhorn Link Program, \$739,971 for 2017-2020 (Total Grant Funding: \$1,233,285).
- The Ronald E. McNair Post-Baccalaureate Achievement Program, \$1,161,325 for 2017-2022.
- UT Advise TX, \$571.599 for 2019-2021.

PUBLICATIONS

Kelly, D.D., Bennett, III, R.A. (2018). Faculty mentoring student-athletes. In M.R. Council, III, S.R. Hodge & R.A. Bennett, III (Eds.), *The Collegiate Athlete at Risk: Strategies for Academic Support and Success*. Charlotte, NC: Information Age Publishing.

Kelly, D.D., Smith, M.P., McCoy, C.D. (2018). ‘We are AAMRI’: Redefining Black male excellence at The University of Texas at Austin. In L.A. Castenell, T.C. Grantham, B. Hawkins (Eds.), *Recruiting, Retaining, and Engaging African-American Males at Selective Public Research Universities: Challenges and Opportunities in Academics and Sports*. Charlotte, NC: Information Age Publishing.

Kelly, D.D. (2017). A Pipeline to Success: African American male leadership development at The University of Texas at Austin. In P. Mitchell (Ed.), *African American Males in Higher Education Leadership: Challenges and Opportunities*. New York: Peter Lang Publishing.

Kelly, D.D., Harrison, L., Moore, L.N. (2015). Answering the call: Black male faculty

mentoring Black male student-athletes. In R.A. Bennett, III, S.R. Hodge, D.L. Graham, J.L. Moore, III (Eds.), *Black males and intercollegiate athletics: An exploration of problems and solutions* (239-260). Bradford, GBR: Emerald Publishing Group.

Kelly, D.D. (2015). All eyes on me: High-Profile African American male student-athletes' social transition into predominantly White institutions of higher education. In C.S. Platt, D. B. Holloman, L.W. Watson (Eds.), *From boyhood to manhood: Deconstructing Black masculinity through a life span continuum* (43-68). New York: Peter Lang Publishing

Kelly, D. D., & Dixon, M. A. (2014). Successfully navigating life transitions among African American male student-athletes: A review and examination of constellation mentoring as a promising strategy. *Journal of Sport Management*, 28, 298-514.

Harris, P. C., Hines, E. M., Kelly, D. D., Hines, E. M., & Bagley, B. (2014). Promoting the academic engagement and success of Black male student-athletes. *High School Journal*, 97(3), 180-195.

Kelly, D., & Dixon, M. A. (2011). Becoming a "real university": The strategic benefits of adding football for NCAA Division I institutions. *Journal of Intercollegiate Sport*, 4(2), 283-303.

Kelly, D., & Moore, L. (in progress). 'Black students first and athletes second': Black and white student-athlete activism and the creation of the Student Athlete Coalition at the University of Texas in the spring of 1990.

PRESENTATIONS

Howe, J., Kelly, D.D. (2020). *Diversification of the sport management discipline: Recommendations for recruiting, mentoring, and teaching*. To be presented at the 35th Annual North American Society for Sport Management Conference. May 2020. San Diego, CA

Harrison, L., Kelly, D.D., Sutton, R.M. (2020). *What do I do now? Identity Foreclosure and the Black Student-Athlete*. Presented at the 6th Annual Black Student-Athlete Summit. January 2020. Austin, TX

Bennett III, R., Kelly, D.D. (2019). *From the hood to the burbs: The changing face of Black male student-athletes and educational access*. Presented at the 5th Annual Black Student-Athlete Summit. January 2019. Austin, TX

Kelly, D.D. (2018). *From good to great: Challenging Black male student-athletes to excel in the classroom*. Presented at the 4th Annual Black Student-Athlete Summit. January 2018. Austin, Texas.

Howe, J., Kelly, D. (Advisor) (2017). *Diversifying the sport management discipline*

- by engaging and recruiting the Black student-athlete.* Presented at the College Sport Research Institute (CSRI) 10th Annual Scholarly Conference on College Sport. April 2017. Columbia, South Carolina.
- Harris, P.C., Kelly, D., Lovelace, S.P., Slater, L., Fekadu, S. (2016). *Using mobile learning to promote college and career readiness in Black male student athletes.* American Educational Research Association (AERA) Annual Meeting. April 2016. Washington, D.C.
- Harris, P.C., Pusser, B., Kelly, D., Gates, P., Bauman, J., Fekadu, S., Teate, A. (2016). *Promoting identity development in student athletes: There's an app for that.* National Collegiate Athletic Association (NCAA) Annual Convention. January 2016. San Antonio, Texas.
- Vincent, G.J., Moore, L.N., Kelly, D.D., Logan, A., Johnson, M., Sutton, R. (2015). *New directions in Black male studies: The University of Texas at Austin African American Male Research Initiative.* Presented at the 4th Annual International Colloquium on Black Males in Education. October 2015. Kingston, Jamaica.
- Kelly, D.D. (2015). *The loneliness of the redshirt.* Presented at the 1st Annual Black Student-Athlete Summit. January 2015. Austin, Texas.
- Kelly, D.D. (2014). *'Started from the bottom, now we here': African American male student-athletes' relationship with NCAA and institutional academic reform.* Presented at the 35th Annual North American Society for the Sociology of Sport Conference. November 2014. Portland, Oregon.
- Vincent, G. J., Moore, L., Kelly, D.D., & Harrison, L. (2014). *The other 5-star recruits: Building a pipeline to the Ph.D. for talented Black males.* Presented at the 3rd Annual International Colloquium on Black Males in Education. October 2014. Atlanta, Georgia.
- Kelly, D.D. (2014). *'I never sat on the bench': Redshirting and the Black male student-athlete first-year experience.* Presented at the 1st Annual Diversity in Intercollegiate Athletics Summit in the Rockies. March 2014. Fort Collins, Colorado.
- Harrison, L., Kelly, D., & Moore, L. (2013). *When Black professors mentor Black athletes.* Presented at the 2nd Annual International Colloquium on Black Males in Education. October 2013. St. Thomas, U.S. Virgin Islands.
- Kelly, D. & Dixon, M. (2012). *Understanding the academic, athletic, and psychosocial experiences of African American male student-athletes transitioning into a large, predominantly White university.* Presented at the 33rd Annual North American Society for the Sociology of Sport Conference. November 2012. New Orleans, Louisiana.

Kelly, D. (2012). *'Black students first, athletes second': The creation of the Student Athlete Coalition at the University of Texas at Austin*. Presented at the North American Society for Sport History. June 2012. Berkeley, California.

Kelly, D. (2012). *A Conceptual Framework for Mentoring African American Male Student-Athletes at Predominantly White Institutions*. Poster presented at the North American Society for Sport Management. May 2012. Seattle, Washington.

Kelly, D. (2012). *Creating a conceptual framework for mentoring African American male student-athletes at Predominantly White Institutions*. Presented at the 1st Annual Texas Graduate Sport Management Symposium. February 2012. Austin, Texas.

Kelly, D. & Dixon, M. (2011). *Building the framework for mentoring high profile African American male student-athletes*. Presented at the 32nd Annual North American Society for the Sociology of Sport Conference. November 2011. Minneapolis, Minnesota.

Moore, L & Kelly, D., (2011). *Mentoring the black male student-athlete for academic & personal success*. Presented at the 17th Annual National Conference on Diversity, Race & Learning. May 2011. Columbus, Ohio.

Kelly, D. (2010). *Becoming a "real university": The strategic benefits of adding college football for NCAA Division I Institutions*. Presented at the College Sport Research Institute (CSRI) 3rd Annual Scholarly Conference on College Sport. April 2010. Chapel Hill, North Carolina.

Kelly, D. (2009). *A case study of Southern football integration: The ambivalent impact of reform at the University of Texas at Austin*. Presented at the College Sport Research Institute (CSRI) 2nd Annual Scholarly Conference on College Sport. April 2009. Chapel Hill, North Carolina, Mar 2015.

INVITED PRESENTATIONS AND PANELS

'University Resource Groups: Benefits and Challenges'. Invited panel moderator for Spring 2020 UT Staff Council Diversity & Inclusion Mixer, University of Texas at Austin, Austin, TX March 11, 2020

'Inclusive Excellence at Big XII Universities'. Invited panelist for Fall 2019 Big XII Chief Diversity Officers Meeting, Kansas State University, Manhattan, KS October 7, 2019

'African American Male Retention in 2019'. Invited panelist for Prairie View A&M Male Initiative Think Tank, Prairie View A&M University, Prairie View, TX May 17, 2019

'Corporate Citizenship and Social Impact'. Invited moderator for 2019 Heman Sweatt

Symposium on Civil Rights, The University of Texas at Austin, Austin, TX May 1, 2019

'Free Speech and Social Media'. Invited moderator for Forum on Free Speech Series, The Division of Diversity and Community Engagement, The University of Texas at Austin, Austin, TX May 2, 2018

'Reflections on Revolt of the Black Athlete'. Invited guest speaker for the Critical Issues in American Sport History Course, Dr. Thomas Hunt, The University of Texas at Austin, Austin, TX February 14, 2018

'Maximizing your summers for future success'. Invited guest speaker for the 2017 Collegiate Black Male Retreat, The University of Texas at Austin, Spicewood, TX February 25, 2017

'College Athletics and Higher Education'. Invited panelist for the History/Future of Higher Education Course, Dr. Richard Reddick, The University of Texas at Austin, Austin, TX March 30, 2016

'Sport Philosophy Proposal Expert Panelist and Judge'. Invited panelist for the Philosophy of Sport and Physical Activity Course, Dr. Tolga Ozyurtcu, The University of Texas at Austin, Austin, TX December 4, 2014

'A Community Divided'. Invited panelist for Alpha Kappa Alpha Sorority, Inc. Event, The University of Texas at Austin, Austin, TX February 6, 2014

'Most Likely to Succeed: Life After the 40 Acres'. Invited panelist for Delta Sigma Theta Sorority, Inc. Event, The University of Texas at Austin, Austin, TX May 2, 2013

'Research and Preparation for Graduate Education'. Invited panelist for Pi Sigma Pi Minority Academic Engineering Society Event, The University of Texas at Austin, Austin, TX February 26, 2013

'Diversity Trends in Higher Education: The Division of Diversity and Community Engagement at The University of Texas at Austin'. Invited guest speaker for the Trends and Issues in Higher Education Course, Dr. C. Spencer Platt, The University of South Carolina, Columbia, SC February 23, 2013

'Sport Management Project Expert Panelist and Judge'. Invited panelist for the Structure & Organization of Sport Programs Course, Dr. Matthew Bowers, The University of Texas at Austin, Austin, TX April 26, 2012

'Sport Management Project Expert Panelist and Judge'. Invited panelist for the Structure & Organization of Sport Programs Course, Dr. Matthew Bowers, The University of Texas at Austin, Austin, TX November 17, 2011

'McNair Scholars November Panel Discussion: My Graduate School'. Invited panelist for

McNair Scholars Program Event, University of Texas at Austin, Austin, TX November 16, 2011

PROFESSIONAL & COMMUNITY MEMBERSHIPS

- 2017 – Present – National Association of Diversity Officers in Higher Education (NADOHE)
 - 2017 – Present – Big 12 Association of Officers in Higher Education
 - 2011 – Present – North American Society for the Sociology of Sport (NASSS)
 - 2002 – Present – Alpha Phi Alpha Fraternity, Inc.
 - 2009 – 2012 – North American Society for Sport Management (NASSM)
 - 2009 – 2011 – College Sport Research Institute (CSRI)
 - 2008 – 2009 – National Black Graduate Student Association (NBGSA)
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PROFESSIONAL SERVICE: LEADERSHIP, COMMITTEES, AND ADVISORY

- 2020 – Present – Big 12 Association of Diversity Officers in Higher Education – Exec. Dir. of Communications
- 2019 – Present – Council for LGBTQ+ Access, Equity, and Inclusion (Q+AEI)
- 2018 – Present – Faculty Council: Student Athletes and Activities Committee
- 2017 – Present – Big 12 Association of Diversity Officers in Higher Education
- 2017 – Present – Assistant/Associate Vice President's Council
- 2017 – Present – Coalition on Intercollegiate Athletics (COIA) Representative
- 2016 – Present – DDCE Strategic Planning Committee
- 2019 – 2020 – Faculty Council: Student Athletes and Activities Committee Chairperson
- 2018 – 2019 – Faculty Council: Student Athletes and Activities Committee – Chair Elect
- 2017 – 2020 – University Strategic Orientation Planning Committee
- 2012 – 2018 – Office of the Vice Provost and Dean of Graduate Studies – Recruiter
- 2015 – 2016 – Leadership Austin Emerge Class Cohort
- 2014 – 2017 – International Education Fee Scholarship Selection Committee
- 2012 – 2017 – 100 Black Men of Austin, Inc. Secretary
- 2012 – 2017 – University of Texas Council for Academic Support Programs (CASP)
- 2011 – 2017 – Lake Forest Academy (Lake Forest, IL) Alumni Advisory Board
- 2013 – 2016 – Alpha Phi Alpha Fraternity, Inc. – Epsilon Iota Chapter Advisor
- 2010 – 2011 – President's Student Advisory Committee
- 2010 – 2011 – Dean's Student Advisory Committee
- 2010 – 2011 – Graduate Student Assembly Vice-President for External Affairs
- 2009 – 2010 – Graduate Student Assembly Communications Director
- 2007 – 2010 – Black Graduate Student Association (BGSA)
- 2009 – 2010 – BGSA Social Committee Chairperson