

# VITAE

## *Melendez O'Neal Byrd*

### EDUCATIONAL BACKGROUND

*Virginia Tech, Blacksburg, VA (August 2000– December 2002)*

Major: Counselor Education  
Cognate: Multicultural, Marriage, Family and Child Development  
Advisor: David E. Hutchins, Ph.D.  
Dissertation: *Current and Preferred Academic Advising Styles of African American Students in the College of Engineering at Virginia Tech.*  
Degree: Ph.D.

***(CACREP-approved program)***

*Virginia Tech, Blacksburg, VA (August 1993 – December 1995)*

Major: Counselor Education (School Counseling)  
Cognate: Multicultural, Marriage, Family and Child Development  
Advisor: Carl McDaniels, Ph.D.  
Degree: M.A.Ed.

*Virginia Tech, Blacksburg, VA (August 1989 – May 1993)*

Major: Business: Marketing Management  
Minor: English  
Advisor: Norrine Baily Spencer, Ph.D.  
Degree: B.S.

### CERTIFICATIONS

- Virginia State Certification in School Counseling (Grades 6-12) (#09-513966)
- National Certified AVID (Advancement Via Individual Determination) Counselor & Presenter
- Certified Athletic Academic Counselor, Newport News, VA
- Digital Image Processing and Publishing Certification, Newport News, VA
- Nonviolent Crisis Prevention Intervention Certification, Newport News, VA
- Marijuana Awareness Institute Certification, Newport News, VA

### RESEARCH INTERESTS

- Advising Styles Preferred by Minorities in Engineering
- Traditional African American Family Values
- Counseling Student-Athletes
- Cross-Cultural Counseling
- Innovative Ways of Using Technology in Counselor Education

- Academic Persistence and Achievement
- Multicultural Communication
- Black Male Issues
- Marriage and Family Relations

### TEACHING INTERESTS

- Multiculturalism/Counseling Diverse Populations
- Career Development & Information Services (Via the Internet)
- Legal and Ethical Issues in Counseling
- School Counseling/Athletic Advising
- Counseling Techniques
- Group Counseling
- Life Development/Psychology

### PROFESSIONAL EXPERIENCES

**August 2000 – Present** Assistant Professor, Norfolk State University, Secondary Education & School Leadership, Norfolk, Virginia.

- Instructor for graduate level courses: *Foundations of Career Development, Principals and Practice of School Counseling, Advanced Educational Psychology.*
- Responsible for advisement of M.Ed. students.
- Participate in program area, department, and college governance.
- Serve on various thesis committees.
- Active in service and professional organizational activities.
- Keep an active research and scholarship agenda

**August 2000 – August 2002:** Office of Minority Engineering Programs, Virginia Tech, Blacksburg, VA

- **Director:** Academic Summer Program Introducing Resources for Engineering (ASPIRE). ASPIRE is a five-week summer transition program designed to "bridge the gap" between high school and college for incoming African Americans engineering students at Virginia Tech. Responsible for coordinating and overseeing the entire program, brochure development, selecting camp participants, hiring and supervising faculty, staff, as well as developing activities. Proposal development, grant writing and submission. (Managed \$100,000+ Budget for ASPIRE program)
- **Director:** Pre-College Initiative Program (PCI) – a monthly Saturday program for high school African American students who were interested in engineering and other technical fields. Responsible for coordinating the events and handling logistics with representatives in Virginia Tech's National Society of Black Engineers' chapter. Proposal development, grant writing and submission. (Managed \$30,000+ Budget for program)
- **Coordinator:** Minority Engineering Ambassador Program – a program that hires under-represented engineering students to visit high schools and college fairs to recruit more under-represented students in the College of Engineering Responsible for coordinating, staffing, training, and supervising the student recruiters. (Managed \$5,000+ Budget for program)
- Responsible for outreach programs involving high school minorities interested in engineering: SHARP, CHROME, and RAPME.
- Assist with orientation for rising freshman students and their parents in the College of Engineering.
- **Academic Advisor:** Counsel and advise engineering students on academic success, career

- decisions, collaborative learning, and goal setting in the College of Engineering.
- Developed time management and study skill seminars.
- Provide insight about the college experience to help ease the transition from high school to college.
- **Coordinator:** Fall Semester registration receptions for freshman African American, Hispanic, and women engineering students.

**August 2001 – May 2002:** Counselor Intern, University Counseling Center, Virginia Tech, Blacksburg, VA (This experience served as a supervised counseling internship for the doctoral program.)

- Attended in-house training workshops and seminars related to counseling.
- Conducted outreach programs for students and faculty on-campus.
- Provided individual and group counseling for personal, social, and educational concerns to diverse populations.
- Attended weekly individual and group supervision sessions.
- Utilized various testing and assessment batteries in counseling sessions.
- Conducted study skills workshops and psychoeducational programs for students.

**January 2001 – May 2002:** Supervisor for a master's student in the College of Student Affairs Program, Educational Leadership Policy and Studies, Virginia Tech, Blacksburg, VA.

- This practicum for the master student will provide a theory to practice experience in a real work setting.

**January 2000 – May 2000, January 2001 – May 2002:** Co-Group Facilitator for Project Success, Center for Academic Enrichment and Excellence, Virginia Tech, Blacksburg, VA

- Project Success is a group designed for students with an overall GPA of 2.00 or less. This non-credit goal setting and self-assessment group seminar is designed to help students improve their academic performance.

**June 2001 – August 2001:** Teaching Intern, Counselor Education Program Area, Virginia Tech, Blacksburg, VA (This experience served as a teaching internship for the doctoral program.)

- Co-taught in the summer ***Via the Internet Career Development & Information Services*** with a senior faculty Dr. Thomas Hohenshil, which were all based on email and web-based instructions.
- Helped with grading homework assignments and class projects.
- Reserved 24-hour office time for student consultation to Blacksburg and Northern VA campuses.

**June 2001 – August 2001:** Director of Counselors for the Agriculture of Governor School, Virginia Tech, Blacksburg, VA

- Conducted individual and group counseling.
- Arranged and implemented workshops and seminars.
- Scheduled courses for all students.
- Developed and conducted final evaluation for program.
- Conducted Focus Groups of staff and students.

**January 2001 – May 2001:** Teaching Intern, Counselor Education Program Area, Virginia Tech, Blacksburg, VA (This experience served as a teaching internship for the doctoral program.)

- Co-taught the graduate level ***Counseling Diverse Populations*** with a senior faculty Dr. Claire Cole-Vaught.
- Assisted with developing and designing the course syllabus.
- Planned course lectures and class activities.

- Acted as a problem solver for issues that arose in the class.
- Graded homework assignments and class projects.
- Infused technology in the course.
- Created and graded the exams.
- Reserved office hours for the class.

**July 1996 – July 2000:** Guidance Counselor, Heritage High School (Magnet-Engineering & Technology School), Newport News, VA

- Conducted individual and group academic and personal counseling.
- Conducted time-management, career-focus, and college-bound workshops for students.
- Registered students for classes and performed diagnostic testing.
- Coordinator/Counselor of AVID (Advancement Via Individual Determination).
- Founder & Sponsor Hurricane Connection Club.
- Supervisor of the Academic Learning Center.
- Athletic Advisor complying with NCAA Rules & Regulations.
- Achievable Dream Consultant.
- Adminstrated SOL, PSAT, SAT and ASVAB Test.

**July 1996 – December 2000:** Football Coach, Heritage High School, Newport News, VA

- 1996 Head JV football Coach, Co-District Champions 7-2 record.
- 1997 Varsity Defensive Coordinator and Special Teams Coordinator (\*33 Blocked Punts in 57 Games).
- 1998 Varsity Peninsula District Title.
- 1998 Virginia High School League Coaching Staff of the Year.
- 1999 Co-Peninsula District Title.
- 2000 Virginia High School State Champions 14-0 record.
- Helped guide over 30 student-athletes in receiving full-athletic scholarships to Division I or II colleges.

**February 1998 – Present:** Co-Director & Co-Founder of Project REACT, Newport News, VA

- Reinforcing Education And Computer Technology to the Southeast community. An after school computer lab, tutorial and mentorship program that is intended to extend the academic day into the evening for many parents and youth.
- Grant writing.

**June 1999 - August 1999:** Tennis Coach & Camp Counselor, An Achievable Dream Academy, Newport News, VA.

**August 1997:** Coordinator of Student Leadership for the AVID Summer Institute, Christopher Newport University, Newport News, VA

- Arranged and implemented workshops and seminars.
- Coordinated activities and events.

**January 1995 - July 1996:** Student Advisor/Office Service Assistant, Virginia Tech Division of Enrollment Services Scholarships and Financial Aid, Blacksburg, VA

- Communicated accurate information and necessary procedures pertaining to financial aid programs administered by the university.
- Responded to various questions regarding aid programs and policies and procedures.
- Advised students and parents regarding related university policies and procedures and referred students to other university offices as needed.

- Accepted and reviewed various student financial aid information and forms and review for completeness and accuracy.

**January 1995 - May 1995:** Counselor Intern, Salem High School, Salem, VA (This experience served as master's degree 400-hour supervised internship for secondary and middle school counseling.)

- Assisted in the personal, social, and educational development of middle and high school students.
- Aided students in examining their interests, abilities, goals, and in making occupational choices.
- Consulted on matters related to counseling which involved parents.
- Helped coordinate and administer the Literacy Passport Test (LPT).
- Participated in helping students register for classes.
- Attended in-service programs and activities required of teachers and counselors.

**May 1994 - December 1994:** Professional Football Player, Baltimore CFL Stallions, Canadian Football League, in Baltimore, MD.

- Played Linebacker, Defensive End, and Special Teams.
- Inaugural Season Eastern Division Champions.
- 82<sup>nd</sup> Grey Cup 1994.

**January 1994 - May 1994:** Academic Advisor, Pamplin School of Business, Virginia Tech, Blacksburg, VA.

- Encouraged personal growth through academic and personal support.
- Provided a forum for interaction outside of the classroom with advisors, faculty, & administrators
- Offered additional assistance in overcoming academic deficiency and acculturation difficulties.
- Encouraged participation in study skills and time management workshops.
- Coordinated services with other academic and support units.

**September 1993 - January 1994:** Academic Athletic Advisor, Merryman Athletics Complex, Virginia Tech, Blacksburg, VA.

- Co-Coordinator & Co-Founder of "Sure You Can."
- Arranged academic schedules for 35 *at-risk* student athletes.
- Conducted individual academic and personal counseling sessions for student athletes.
- Coordinated tutorial sessions for student-athletes.
- Served as liaison between student-athletes and Administration.
- Provided oral and written assessments to coaches regarding student athletes' academic progress.

**September 1993 - May 1996:** Study Hall Monitor, Office of Athletic Academic Advising, Merryman Athletic Complex, Virginia Tech, Blacksburg, VA.

- Coordinated provision of tutors for student-athletes.
- Facilitated operation of study hall.
- Managed office and undertook all of responsibilities of office in absence of faculty.

### SPONSORED RESEARCH GRANTS AND PROPOSALS

Byrd, M. O. (2002). *Advising Styles Preferred by African Americans in Engineering*. A Research Grant (\$1,500) funded by Lockheed Martin. Role: project director/researcher.

Byrd, M. O. (2001). *Academic Summer Program Introducing Resources for Engineers*. A Grant (\$1,000) funded by Cummins. Role: project director.

Byrd, M. O. (2001). *Academic Summer Program Introducing Resources for Engineers*. A Grant (\$800) funded by Ingersoll-Rand Company. Role: project director.

Byrd, M. O. (2001). *Minority Engineering Programs' and National Society of Black Engineers' Pre-College Initiative*. A Grant (\$500) funded by Ingersoll-Rand Company. Role: project director.

Watford, B. A., & Byrd, M. O. (2001). *Academic Summer Program Introducing Resources for Engineers*. A Grant (\$20,000) funded by Honeywell. Role: project director.

Watford, B. A., & Byrd, M. O. (2001). *The Academic Enrichment-Outreach Project*. A Higher Education, Public Schools, and Community Partnership Grant (\$26,000) funded by the State Council of Higher Education for Virginia. Role: Co-principal investigator.

Byrd, M. O. & Watford, B. A. (2000). *Minority Engineering Programs' and National Society of Black Engineers' Pre-College Initiative*. An Affirmative Action Incentive Grant (\$2,500) funded by Virginia Tech's Office of Equal Opportunity/Affirmative Action. Role: Project director and co-principal investigator.

Byrd, M. O. (1997). *Hurricane Connection Club*. A Grant (\$1,000) funded by JC Penney. Role: Group Sponsor.

## **TECHNOLOGY COMPETENCIES**

- Instruction via Interactive Television/Internet
- Internet
- Blackboard™
- Adobe Acrobat
- Microsoft Word
- Microsoft Excel
- Microsoft PowerPoint
- Word Perfect
- SPSS

## **PRESENTATIONS**

Byrd, M. O. (2002, March). *Diversity: Always Changing, Never Ending*. Alumni Keynote speaker for Virginia Tech's Pamplin College of Business Diversity Celebration. Blacksburg, VA.

Byrd, M. O. (2002, February). *Stress Management: Don't Sweat the Small Stuff*. Presentation workshop for the Center of Academic Enrichment and Excellence, Virginia Tech, Blacksburg, VA.

Byrd, M. O., & Hairston, D. L. (2002, February). *Communication is the Key*. Program presented to the African American Institute, Shawsville, VA.

Hairston, D. L., & Byrd, M. O. (2002, February). *Myers-Briggs, Developing a Team*. Program presented to the Upward Bound Talent Search Staff at Virginia Tech.

Byrd, M. O., & Hairston, D. L. (2002, January). *Time Management*. Program presented to the International students of the English Language Institute at Virginia Tech.

Byrd, M. O. (2002, January). *The Importance of Genuineness as a Group Facilitator*. Program presented at the Project Success Annual Orientation, Blacksburg, VA.

Byrd, M. O., & Hairston, D. L. (2001, November). *Effective Communication: Never Ending Always Changing*. Presentation at the Virginia/West Virginia Association of Education Opportunity Program Personnel Annual Conference, in Roanoke, VA.

Byrd, M. O., & Hairston, D. L. (2001, November). *A Person-Centered Approach to Group Therapy*. Paper presentation to an Advanced Group Counseling Course at Virginia Tech.

Byrd, M. O., & Hairston, D. L. (2001, October). *Stress Management: Don't Sweat the Small Stuff*. Presentation workshop for the Center of Academic Enrichment and Excellence, Virginia Tech, Blacksburg, VA.

Byrd, M. O. (2001, October) *Utilizing the BECK with Counseling*. Program presented at the Cook Counseling Center, Virginia Tech, in Blacksburg, VA.

Byrd, M. O., & Hairston, D. L. (2001, August). *Diversity Awareness*. Presented to the students and staff of Agriculture Governor School at Virginia Tech.

Hairston, D. L., & Byrd, M. O. (2001, July). *Communicating with Your Professor*. Presented to the students of Agriculture Governor School at Virginia Tech.

Ammons, K., Byrd, M. O., Herman, J., Johnson, L., & Meyer R. (2001, May). *Reflections of Successful Alumni Student Athletes*. Roundtable symposium on Student Athlete Success at Virginia Tech.

Byrd, M. O. (2001, April). *What will you be in 2011?* Keynote speaker for the Student Transition Program (STP) Annual End of the Year Banquet, Center of Academic Enrichment and Excellence, Virginia Tech, Blacksburg, VA.

Byrd, M. O. (2001, April). *Go With The FLOW (GWTF): A Unique Approach to Counseling*. Paper presentation to an Advanced Counseling Theory Course at Virginia Tech.

Byrd, M. O. (2001, April). *Case Studies: A Unique Approach to Collecting Qualitative Data*. Paper presentation for a Qualitative Research class, Virginia Tech.

Blakely, C., & Byrd, M. O. (2001, March). *Diversity in the Athletic Community*. Presentation at the Annual Pre-College Multicultural Leadership Conference at The College of William & Mary, in Williamsburg, VA.

Byrd, M. O. (2001, March). *Hearken to His Commandments*. Keynote speaker at St. Paul A.M.E. Church, Blacksburg, VA.

Byrd, M. O. (2001, February). *Bounce Back Faith*. Keynote speaker at St. Paul A.M.E. Church, Blacksburg, VA.

Byrd, M. O. (2000, November). *NCAA: Advising a Student-Athlete*. Presented to a Legal and Ethics course at Virginia Tech.

Byrd, M. O., & Wilson, N. (2000, October). *Effective Communication between You and Your Child*. Presentation at the Annual Pre-College Initiative (PCI) Parent Weekend sponsored by Virginia Tech's National Society of Black Engineers and Office of Minority Engineering Programs, Blacksburg, VA.

Byrd, M. O. (2000, September). *Scoring in the Classroom: SLANT*. Presentation at the Annual Pre-College Initiative Weekend sponsored by Virginia Tech's National Society of Black Engineers and Office of Minority Engineering Programs, Blacksburg, VA.

Blakely, C., & Byrd, M. O. (2000, August). *How to be a great Administrator*. A four day workshop at the National AVID Summer Institute, in Charlotte, NC.

Blakely, C., & Byrd, M. O. (2000, August). *Controlling Anger*. Presented at the National AVID Summer Institute, in Charlotte, NC.

Blakely, C., & Byrd, M. O. (2000, August). *Diversity, Never Ending always Changing*. Presented at the National AVID Summer Institute, in Charlotte, NC.

Byrd, M. O. (2000, July). *Much Prayer Much Power*. Keynote speaker at a Men's Day Retreat at Emmanuel Baptist Church, Smithfield, VA.

Byrd, M. O. (2000, June). *Absolutely Great!* Commencement speaker at Hidenwood Elementary School, Newport News, VA.

Blakely, C., & Byrd, M. O. (2000, May). *Who's the Man: A Dad or a Father*. Presented at a Teen Pregnancy Prevention Workshop at Woodside High School, in Newport News, VA.

Byrd, M. O. (2000, March). *Scoring in the Classroom: SLANT*. Keynote Speaker at Martin Luther King Middle School, in Gaithersburg, Maryland.

Byrd, M. O., Blakely, C. (2000, January). *Effective Communication between You and Your Parents*. Presentation at the Annual Pre-College Multicultural Leadership Conference at The College of William & Mary, in Williamsburg, VA.

Byrd, M. O. (1999, November). *NCAA Rules & Regulations, What Every School Counselor Needs to Know*. Guest lecturer in Hampton University's graduate level course, School Counseling, in Hampton, VA.

Blakely, C., & Byrd, M. O. (1999, August). *Managing Your Classroom, Who's In-Charge?* An introductory workshop for new teachers at Heritage High School, in Newport News, VA.

Byrd, M. O. (2000, June). *Excelling On and Off the Field*. Presented to the African-American Male Academy at James Madison University, in Harrisonburg, VA.

Byrd, M. O. (1999, April). *How to get Fired*. Presented at a Career Fair sponsored by Lambda Omega Chapter of Alpha Kappa Alpha Sorority, in Newport News, VA.

Byrd, M. O. (1998, June). *What's your ID (Individual Determination)?* Commencement speaker at Sedgefield Elementary School, Newport News, VA.



Blakely, C., & Byrd, M. O. (1998, May). *Surviving in High School*. Presented at Hunting Middle School, in Newport News, VA.

Blakely, C., & Byrd, M. O. (1998, March). *How to be an AVID Counselor*. A professional development workshop for high school counselors in AVID, in Richmond, VA.

Blakely, C., & Byrd, M. O. (1998, March). *What does a father look like?* Presented for the United Fatherhood Coalition of the Peninsula Conference, in Newport News, VA.

Byrd, M. O. (1998, March). *Why Pay for College?* Presented on Career Day for Calvary Christian Academy, in Hampton, VA.

Blakely, C., & Byrd, M. O. (1997, April). *Surviving in High School*. Presented at Hunting Middle School, in Newport News, VA.

Byrd, M. O. (1997, March). *Obstacles or Opportunities, You Choose*. Presentation at the Minority Male Mentorship Retreat for Newport News Public School Systems, in Newport News, VA.

Byrd, M. O. (1996, December). *Financial Aid Workshop*. Presentation for parents, students and faculty at Heritage High School, in Newport News, VA.

Byrd, M. O. (1996, November). *Who is Responsible for your future?* Keynote speaker at Hines Middle School, in Newport News, VA.

Byrd, M. O. (1996, February). *Man in the Mirror*. Keynote speaker at St. Paul A.M.E. Church, Blacksburg, VA.

Boatwright, W. R. & Byrd, M. O. (1994, April). *Sure You Can: Program for At-Risk Student Athletes*. Presentation at the National Academic Advising Association Annual Conference, Norfolk, VA.

Byrd, M. O. (1994, March). *Student Athletes: Choosing a College*. Presented to a School Counseling Course at Virginia Tech.

Byrd, M. O. (1993, October). *Cash, Check or Charge*. Community workshop for Alpha Kappa Alpha Sorority, in Blacksburg, VA.

### **DISTINCTIONS/HONORS/AWARDS**

- University Student Leadership Award: Outstanding Community Outreach 2002
- Virginia Governors School for Agriculture Dedication and Service Award, Summer 2001
- National Society of Black Engineers' Dedication and Service Award, PCI of Martinsville and Henry County (Spring Semester 2001)
- Heritage High School Football State Championship 2000
- Chae's Tae Kwon Do Leadership Award 2000
- Nominated, Outstanding Young Men of America 1998, 1999, 2000
- Newport News Alliance for Youth Award 1998
- Mayor's Youth Commission Award 1998 (Volunteer Service)
- JC Penney Golden Rule Award 1997 (Volunteer Service)
- St. Paul AME Dedication & Appreciation Service Award 1996
- Adrea Walnes Memorial Scholar 1995 (Volunteer Service)

- Hitachi Scholar Award 1994
- Graduate Student Instructional Fees Scholarship, Virginia Tech (1993 – 94)
- Alpha Kappa Alpha Award 1994 (Future Leaders in America)
- UT Prosim Award 1993 (Service Award, VA Tech Alumni)
- Canadian Football League (CFL) Draft Selection First Round
- Virginia Tech Centennial Football Award, 100 Years 100 Players.
- Captain Virginia Tech Football Team 1993
- Lead Defense team in tackles, 1992-1993
- Defensive Captain 1990-1993
- Athletic Director Honor Society Award 1990-1993
- Athletic Academic Award, 1989-1993
- Full Football Scholarship, Virginia Tech (Fall Semester 1989 – Spring Semester 1993)
- Omega Psi Phi Award 1989 (Community Leadership Award)
- First Baptist Denbigh Leadership Award 1989

### **PROFESSIONAL AFFILIATIONS**

- Alpha Phi Alpha Fraternity, Inc
- American Counseling Association
- Association for Multicultural Counseling & Development
- Black Graduate Student Organization, Virginia Tech
- Chi Sigma Iota, an Academic and Professional Honor Society
- Fellowship of Christian Athletes, 1989-1995
- National Association of Minority Engineering Program Administrators
- National Educators Association
- Peninsula Counselor Association 1997- 1999
- Southern Association for Counselor Education and Supervision
- Student Alumni Association, 1990-1992
- Women in Engineering Program Administrators and Network

### **COMMUNITY SERVICE**

- International Middle Schools, Norfolk, Virginia
- Consultant Student Transition Program, Academic Enrichment 2001-2002
- Consultant Student Assistant Center, College of Engineering 2001-2002
- Phi Gamma Gamma
- Director Men's Day 2001, St. Paul AME
- Mighty Men of Valor, Male Choir 2000-present
- Virginia Tech Academic Success Program (VTASP) Committee 2000-2001
- Hurricane Connection Club 1996-2000
- Volunteer Reader, Briarfield Elementary School & Robert E. Lee Elementary 1996-2000
- Volunteer Basketball Coach- "Youth Outreach Mentor Program" (1996, Spring)
- Big Brother & Big Sister Program 1991-1995
- Recreational Counselor for Summer Adventure Program, (1995, Summer)
- Special Olympics, Baltimore Maryland 1994
- Multicultural Committee, Pamplin College of Business, 1991-1993

## PUBLICATIONS

Byrd, M. O., Hairston, D.L., & Blakely, C. J. (2003, May). [Review of the book *Working with African-American Males: A Guide to Practice* (Davis, L.)] Thousands Oaks, CA: Sage. The Journal of Men's Studies.

Byrd, M. O. (2001, September). "How would you make the university a more welcoming community for all?" *Spectrum* (Special Diversity Issue): *Volume 24* #5, p. 3.

Byrd, M. O. (1997, Spring). Winning on Virginia Tech Campus, as a Student-Athlete [Video]. Produced at Heritage High School Broadcast Service. (Available from Ron Giddings, Academic Enrichment, Virginia Tech, Blacksburg, VA.)

Byrd, M. O. (1996, March). "Rec. Sports: Discrimination on Student-Athletes." Collegiate Times, pA9.