Curriculum Vitae (CV)

Sybrina Y. Atwaters

A people-centered, data-driven, and results-oriented professional with over 20 years of experience as an engineer, researcher, educator, author, speaker, and sociologist of technology and science. A dedicated STEM advocate, skilled in program development and evaluation, equity-focused educational solutions, teaching, mentoring, data analysis, and problem-solving across STEM industries, non-profits, and higher education institutions

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Education

Doctor of Philosophy in Sociology of Technology and Science, Georgia Institute of Technology, Dec. 2014
Master of Science in History, Technology, and Society, Georgia Institute of Technology, 2009
Master of Theological Studies, Candler School of Theology, Emory University, 2005
Master of Science in Instructional Technology-College of Education, Georgia State University, 2002
Bachelor of Electrical Engineering, Georgia Institute of Technology, 1994

Honors, Awards, & Features

- Feature, *Triple Jacket Finds Strength in Community,* Georgia Tech Daily Digest, Enrollment Management News, 2026
- Honoree, Pathway to Progress Artistic Installation, 2025
- STEM Equity Grant, 3M Higher Ed Foundation, 2021-2024
- Feature, *STEMing in Stilettos*, Dr. Anderson Podcast, 2023
- "Thank a Teacher", Georgia Institute of Technology, 2021, 2023
- Co-Principal Investigator, Strada Education Grant, 2022
- Cover Feature, *Science and Technology*, Celebrity Boss Magazine, 2022
- President Fellow, Georgia Institute of Technology, 2007–2012
- Faces of Inclusive Excellence Award, 2018
- Future Faculty Fellow, NC State University, 2015
- Fellow, HBCU Executive Leadership Institute, Clark Atlanta University, 2023
- Lettie Pate Whitehead Evans Gender Equity Award, 2022
- Feature, *Echoes of Each Other-Women Mentors,* Georgia Tech Daily Digest, 2022
- Distinguish Alumni, Ivan Allen College (GT), 2022
- GTBAO Leaders and Legends, Staff Award, 2022
- Featured, Voyage ATL Magazine, 2020
- Principal Investigator, AAMI, Board of Regents University System of Georgia, 2017-2019
- Dissertation Mentor Award, Fund for Theological Education, 2012
- Dissertation Fellow, Southern Regional Education Board, 2011-2012

Relevant Organizational Leadership and Memberships

- Steering Committee, Georgia Tech Institute Strategic Plan (ISP) Student Success and Transformation, 2023-present
- Mentor, Academic Professionals and Lecturers (APL) Mentoring Network, 2023-2024
- Georgia Tech Institute Delegate, Presidential Inauguration of Dr. Ingrid Thompson-Sellers, Atlanta Metropolitan State College, 2024
- Steering Committee, Limited-Income Expanding Access Institute Strategic Plan (ISP), Georgia Institute of Technology, 2023-2024
- Trustee, Georgia Tech Alumni Association Board of Trustees, 2022- 2025
- President Society -Blue Circle, Georgia State University, 2025
- Chair, WOCI Atlanta STEM Collaborative in Higher Education, 2019-present
- Manuscript Reviewer, American Education Research Journal, 2022-present
- Society for Social Studies of Science (4S), 2018-present; conference presenter, 2019, 2023, 2024
- Advisory Board, Morris Brown College/Covenant House Georgia, 2021-2022
- National Society of Black Engineers, 1990-1994, 2021-present
- Delta Sigma Theta Sorority Incorporated, 1991-present
- Reviewer, Southern Regional Education Board (SREB) State Doctoral Scholars Program, 2021-2022
- Executive Steering Committee, Georgia Million Women Mentors, 2018-2020
- Invited Consultant, Changing the Face of Engineering Consortium, New Orleans, LA, 2016
- Board Member/Curriculum Designer, Lives in Transition Mentoring and Development Group, 2009-2015
- Invited Consultant, New Media Project, Christian Theological Seminary, Spring 2015
- Invited Consultant, Launch for the Center for Innovation in Ministry, San Francisco Theological Seminary, Fall 2014
- Manuscript Reviewer, Westview Press, 2012
- Reviewer, President's Undergraduate Research Award (PURA), Georgia Institute of Technology, 2010

- Mentor, Summer Undergraduate Research in Engineering (SURE), Georgia Institute of Technology, 2008, 2009

Higher Education Professional and Teaching Experience

Executive Director and Senior Academic Professional, Undergraduate Education Research and Innovation, Georgia Institute of Technology, May 1, 2026 – present

- Oversight for professional, research, temp, and student staff, as well as division wide research and innovation initiatives design to advance student success for the Georgia Tech undergraduate student population, all classifications and majors, across the entire matriculation cycle through post-baccalaureate success.
- Provide executive leadership for a division-wide undergraduate education research and innovation agenda, designing and advancing strategic initiatives that strengthen student success, academic engagement, learning environments, and evidence-based educational transformation across Georgia Tech.
- Lead the development, implementation, and dissemination of high-impact research, assessment, and pilot initiatives focused on undergraduate pathways from enrollment through graduation to post-baccalaureate success, translating data and scholarship into actionable strategies, policy guidance, and institutional improvement.
- Design and teach undergraduate and graduate interdisciplinary courses that contribute to undergraduate education thought leadership, presentations, publications, professional engagement, and the design of innovative frameworks that connect research, practice, and student outcomes.
- Lead the fiscal management of division wide institution, grant, agency, and foundation funds.
- Lead collaborative efforts with OUESS units, academic units, and other internal and external partners to advance collaborative inquiry, secure resources, and position undergraduate education research and innovation as a central driver of institutional excellence and student success.

Executive Director and Academic Professional, Office of Student Achievement, Georgia Institute of Technology, May 2025-May 2026

- Lead the Institute Strategic planning and establishment of the inaugural Office of Student Achievement at Georgia Tech to advance transfer, second year, and continuing student success.
- Oversight for professional, research, temp, and student staff, as well as numerous programs and initiatives design to advance student achievement for the Georgia Tech undergraduate student population across the entire matriculation cycle.
- Lead the creation and promotion of student development and success initiatives through holistic academic enrichment, exploratory immersive experiences, academic coaching, data-analysis, application references, development of mentoring networks and learning cohorts, and grant awards.
- Lead the fiscal management of multi-million-dollar budget in institution, grant, agency, and foundation funds.
- Lead collaborative efforts with OUESS units, academic units, and other internal and external partners to create and develop new success strategies and programs that address gaps in retention and graduation rates, key performance achievement metrics, and post-baccalaureate success.

Director, OMED: Educational Services, Georgia Institute of Technology, 2019 – 2025

- Oversight for more than 16 programs and initiatives that serve over 2700 students directly.
- Supervise 5 professionals, 2 graduate assistants, 3 research/temp staff, and approximately 70 student staff under my purview; serving more than 5000 underrepresented students inter-institutionally in STEM endeavors.
- Exceeded expectations in meeting 3-year programmatic scaling goals and launched new mentoring initiatives to address the needs of students.
- Promoted to Academic Professional, 2021
- Co-PI on $250k Strada Grant, awarded to Georgia Tech to innovate and scale the proven work of Georgia Tech's Office of Minority Educational Development (OMED) in providing transfer retention pathways and diversity career and innovation abroad pathways across the student lifecycle for underrepresented students.
- PI on $550k 3M Higher Education Foundation Grant, awarded to Georgia Tech to develop and scale education program solutions to broaden participation in higher education and STEM career placement.
- Lead the creation and promotion of student development initiatives through holistic advisement, data-analysis, application references, development of mentoring networks, and grant awards.
- Lead the fiscal management of multi-million budget in institution, grant, agency, and foundation funds.
- Create and conduct OMED related research and academic agendas, including compilation of data driven strategic documents to support the Sr. Vice Provost of Education and Learning and presidential strategic planning briefings.
- Served as the student equity subcommittee lead for Georgia Tech's 2020-2030 new Strategic Plan DEI Blueprint for expanding access.
- Serve(d) on several councils and steering committees including Campus Safety and community, Black Cultural,

Innovation and Technology Center, DEI working group, GT-Complete College of Georgia, and Limited-Income Expanding Access steering committee.
- Affiliate Faculty, School of History and Sociology, Georgia Institute of Technology, October 2020– present
- Mentor, advisor, reviewer, and coach for graduate, undergraduate, and early career professionals through OMED, Focus, Mentor Jackets, WOCI, Academic Empowerment, HSOC, APL Mentoring Network, American Educational Research Journal, Westview Press, SAGE Press, and Religious Education Journal.

Chair, Women of Color Initiative (WOCI) STEM Atlanta Collaborative in Higher Education, February 2019-2024
- Lead collaboration efforts for the advancement of women of color in research, higher education, and industry through a city-wide strategic partnership between the Center for Women at Emory, Clark Atlanta University, Office of Minority Educational Development (OMED) at Georgia Tech, Office of Racial and Cultural Engagement at Emory, Spelman College Women Research and Resource Center, STEM Atlanta Women, Inc, and Women's Resource Center at Georgia Tech.
- Served as the steering committee lead for the annual Women of Color City Wide Awards Celebration.
- Lead WOCI's grant writing and research agendas.
- Manage WOCI faculty, staff, and students.
- Lead inter-institution mentoring efforts.

Assistant Director, OMED: Educational Services, Outreach Initiatives, Georgia Institute of Technology, 2016 – 2019
- Conducted project and program management activities associated with Georgia Tech's institute wide graduate recruitment program, Focus; OMED's grant award winning initiative AAMI; and Georgia Tech's signature 5-week summer academic residential program, Challenge.
- Facilitation of over 10 OMED internal and external diversity information sessions annually
- Conducted regular advisement and mentoring with students on academic and career development opportunities, hosting one-to-one advising sessions with at-risk students and providing direct one-to-one academic support where applicable.
- Provided letters of recommendation for students to promote students' applications for scholarships, fellowships, internships, full-time employment and graduate studies.
- Planned and conducted fund raising activities on behalf of OMED to secure sponsorship for Challenge significant need-based applicants, as well as assist corporate relations manager with securing corporate funding as needed.
- Generated grant proposals as well as internal and external program evaluation reports using mixed-method data collection, analysis, and research design skills.
- Manage the successful execution of expenses, contract negotiations, and vendor bidding for 5 budgets over a 17-month time period.
- Design, develop, and instruct OMED first institute undergraduate curriculum and faculty senate approved course.

Professor

International Studies: Global Research & Innovation Study Abroad Course, Georgia Institute of Technology, Summer 2021-2025
- 3-week mini mester study abroad course, grant sponsored to fully support more than 30 students. This program expanded access to study abroad opportunities by removing financial barriers.
- Customized design curriculum combined interdisciplinary scholarship with hands-on experiential learning selected student scholars.
- Curriculum included onsite immersion lectures, fieldwork and site excursions, internships, group activities, reflection sessions, and a poster research assignment as a final exam
- Mentored scholars into converting course research assignments into a poster competition, which garnered 4 top scholarship prizes in 2024 and 2024.

Challenge Summer Intensive Residential Program: Social Systems, Communication, and Interpersonal Development Course, Georgia Institute of Technology, Summer 2017-2025
- Develop course syllabus, weekly lesson plans, project schedules, and assessment materials
- Conduct weekly lectures on subject matter
- Facilitate student centered, technologically enhanced, group/project-oriented instruction and experiential learning activities for 140 incoming STEM students.
- Manage grading and support for all students, and design appropriate assessment rubrics & guidelines
- Supervise teaching assistants, guest lecturers, and tutors

Bioethics, Morehouse College, Spring 2009, Fall 2009, Summer 2010, Fall 2012, Spring 2013, Spring 2015, Spring 2016
- Developed course syllabus, weekly lesson plans, reading schedules, and assessment materials to meet National Science Foundation (NSF) guidelines for responsible conduct in research.
- Conducted weekly lectures on subject matter.
- Facilitated seminar base instruction and group/project oriented activities for undergraduate honor students in

Morehouse (MBRS-RISE and Marc-Ustar) programs.

CHALLENGE Professional Seminar, Georgia Institute of Technology, Summer 2014

- Developed course syllabus, weekly lesson plans, project schedules, and assessment materials
- Conducted weekly lectures on subject matter.
- Facilitated lecture base instruction and group/project oriented activities for 75 incoming underrepresented minority students.
- Managed grading and support for all students, and designed appropriate assessment rubrics & guidelines

Women in Science and Engineering, Georgia Institute of Technology, Summer 2009, Fall 2011

- Developed course syllabus, weekly lesson plans, reading schedules, and assessment materials.
- Facilitated seminar base discussion and instruction for upper-level undergraduate students.

Introduction to Sociology, Georgia Institute of Technology, Summer 2010, Summer 2011

- Developed course syllabus, weekly lesson plans, reading schedules, and assessment materials.
- Conducted daily lectures on subject matter.
- Managed grading and support for over 100 students.

Additional Professional and Teaching Experience:

- Research Consultant, Electrical & Computer Engineering Diversity Assessment and Inclusion Project, Partners for Educational Development, Iowa State University, 2013-2015
- Outreach Support & Researcher, African American Male Initiative (AAMI) at Georgia Tech, Office of Institute Diversity, Georgia Institute of Technology, 2013-2015
- Life Development (Program) Director and Mentor Lead, Gifted Education Foundation, 2015-2016
- Network Coordinator, Religious Education Association (REA), 2006-2013
- Research & Editorial Assistant, International Status of Women in Chemistry, Computer Science, and Mathematics, Commission on Professionals in Science and Technology, 2009-2010
- Research Assistant, Wisdom of Youth Project, Emory University Center for Law and Religion, 2005-2006
- ***Senior Radio Frequency (RF) Engineer*** and Technical Training Coordinator, Cingular Wireless, 2001-2003
- Learning Services Employee Development Professional Intern, Cingular Wireless, 2002
- Radio Frequency (RF) Design Engineer, Bellsouth Mobility, 1995-2000
- Radio Frequency (RF) Design Engineer, Sprint Cellular, Chicago, IL, 1994-1995
- Graduate Teaching Assistant/Co-Instructor
  - Introduction to Sociology, Dr. Amanda Damarin, Georgia Institute of Technology, Spring 2009
  - United States History 1877- forward, Dr. Gus Giebelhaus, Georgia Institute of Technology, Fall 2008
  - United States History 1877- forward, Dr. Douglass Flamming, Georgia Institute of Technology, Spring 2008
  - United States History up to 1877, Dr. Lawrence Foster, Georgia Institute of Technology, Fall 2007
  - Prophetic Pioneers in Religious Education, Dr. Mary Elizabeth Moore, Candler School of Theology, Emory University, Fall 2006
  - Global Feminisms and Christian Theologies, Dr. Mary Elizabeth Moore, Candler School of Theology, Spring 2006
  - Systematic Theology, Dr. Steffen Losel, Candler School of Theology, Fall 2005
  - Modernity, Meaning, and Youth Ministry, Dr. Mary Elizabeth Moore, Candler School of Theology, Fall 2005
- Substitute Teacher
  - St. Pius X Catholic High School, Atlanta, GA – 8/2006 – 5/2007

Scholarly [Peer Reviewed] Publications

Atwaters, S. (2018). Updated Review of Literature & Resources: The Cultivation of Scholars of Color in Theological Education. Georgia: The Fund for Theological Education.

Atwaters, S., Park-Hearn, R., Salazar, A. (2017, Summer). "Science in Seminaries: 8 New Findings and 5 Next Steps for Schools to Engage." Colloquy Online. Pennsylvania: The Association of Theological Schools.

Atwaters, S., Leonard, J. and Pearson, W. (2015). Beyond the Black-White Minority Experience: Undergraduate Engineering Trends among African Americans. In Willie Pearson, Jr., and Yu Tao (Eds.) Changing the Face of Engineering: The African American Experience, Maryland: John Hopkins University Press.

Atwaters, S. (2014). Color.less.Edu: A Statistical Overview of the Status of Women of Color (Vignette 2.3). In Willie Pearson, Jr., Lisa Frehill, and Connie McNeely (Eds.) Advancing Women in Science: An International Perspective, New York: Springer.

Atwaters, S. and Tao, Y. (2014). Enrollment and Degree Awards in Chemical Engineering (Vignette 5.1). In Willie Pearson, Jr.,

Lisa Frehill, and Connie McNeely (Eds.) Advancing Women in Science: An International Perspective, New York: Springer.

Atwaters, S. (2013). Review of Literature & Resources: The Cultivation of Scholars of Color in Theological Education. Georgia: The Fund for Theological Education.

Academic Presentations/Conference Publications

Atwaters, S., Bonnet, J. Dixon M., and Reid, R (2025, July). "Superpowers Combined: Georgia Tech & Atlanta's Blueprint for a Thriving Entrepreneurs' Hub." Network for Change and Continuous Innovation (NCCI) Annual Conference, Atlanta, GA.

Atwaters, S., (2025, January). "A Legacy's call to Global Action: Past, Present, and Future." MLK Scholarly Convening, Atlanta Global Studies Centre, Morehouse College, and Newcastle University.

Atwaters, S., Stewart, A. (2023, November). "Why we Gather?: Counter-cultural collaborative practices of reward and recognition in STS and beyond." Society for Social Studies of Science Annual Meeting, Honolulu, Hawaii.

Atwaters, S. and Stewart, A. (2023, November). "Leveraging Academic Identities and Affiliations to Disrupt Diversity Barriers in Academia: The Focus Program." Society for Social Studies of Science Annual Meeting, Honolulu, Hawaii.

Atwaters, S. (2019, November). "Science and Religious Education in a Divided Society." The Religious Education Association Annual Meeting. Toronto, Canada.

Atwaters, S., (2019, September). "Mediating Difference, Deviance, and Resistance through Artistic Animation within Dance and 3D Virtual Worlds." Colloquy Online. Pennsylvania: Society for Social Studies of Science Annual Meeting, New Orleans, Louisiana.

Atwaters, S. (2013, October). "Multi-site Research as a Digital Being: Doing Ethnography in Borderless Bonded Communities of Second Life." Mid-South Sociological Association. Atlanta, Georgia.

Leonard J., Atwaters, S., Leggon, C., Pearson Jr., W., and Gaines, M. (2013, June). "Blacks, Historical Disadvantage, and Engineering Education: Lessons Learned from the U.S. of America." South African Society for Engineering Education (SASEE) Biennial Meeting. Cape Town, South Africa.

Atwaters, S. (2012, November). "Migration and Metamorphosis: The Negotiation of Religious Roles, Identities, and Ritualistic Performances in 3D Virtual Worlds." Society for the Scientific Study of Religion Annual Meeting. Phoenix, Arizona.

Atwaters, S. (2010, August). "The Making of Sacred Space in Virtual Places as tools for Liberation." Association for the Sociology of Religion. Atlanta, Georgia.

Atwaters, S. (2009, October). "Negotiating Religious Identity in Virtual Interactive Communities." Society for the Scientific Study of Religion Annual Meeting. Denver, Colorado.

Atwaters, S. (2008, November). "Truth Seekers: Conveying Religious Truths and Constructing Religious Narratives through Animation Technology." The Religious Education Association Annual Meeting. Chicago, Illinois.

Atwaters, S. (2008, October). "Religious Identity Unbound: The Negotiation of Self, Society, and Spirit." Youth Spirituality Consultation Conference and Seminar Series, Emory University. Atlanta, Georgia.

Atwaters, S. (2008, October). "Cultures of Traumatic Stress: Trends in Institutional Climate and Black Students' Experience at Georgia Institute of Technology." Diversity Challenge 2008: Race, Culture, and Trauma, Boston College. Boston, Massachusetts.

Computer/Technology Skills

- AI (Artificial Intelligence) Certification in Business Innovation and Applied Research
- Data Collection & Analysis: Tableau, SPSS (Statistical Package for the Social Sciences); Dedoosa: R-Studio, Qualtrics, Banner, Survey Monkey, Sign-up Genius
- Digital Media: ReStream Studios; Adobe: Acrobat Professional PDF writer, Designer, Photoshop, Dreamweaver, Formstack, Asana; Learning Ware LMS, MailChimp
- Web: WordPress; Drupal; Plesk ; HTML
- Fiscal: Workfront
- MS Office: Word, Excel, Access, Power Point, Outlook, MS Project
- Frequency Design Software: WIZARD, COMARCO NDR, MapInfo