Curriculum Vitae (CV)
Sybrina Y. Atwaters

Email: sybrina.atwaters@omed.gatech.edu

Education:

Doctor of Philosophy in Sociology of Technology and Science, Georgia Institute of Technology, Dec. 2014
> Dissertation: Redefining the Sacred in 3D Virtual Worlds: Exploratory Analysis of Innovation and Knowledge Production through Religious Expression
> Dissertation Advisor: Dr. Willie Pearson, Jr.

Master of Science in History, Technology, and Society, Georgia Institute of Technology, 2009
> Thesis: Cultures of Traumatic Stress: Trends in Institutional Climate and Black Students' Experience at Georgia Institute of Technology, 1961-2006

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

Higher Education Leadership and Research Experience:

Director, OMED: Educational Services, Georgia Institute of Technology, August 2019 – present
- Oversight for 11 programs, grants and intiatives, serving over 1700 Black, Latinx, Indigenous, and multiracial students directly and more than 5000 students institutionally, as well as 5 professionals, 3 graduate assistants, and 70 student staff under my purview
- Exceeded expectations in meeting 3-year programmatic goals, and launched new initiative to address the needs of women of color and limited-income students internally and externally.
- Co-PI on $250,000 Strada Grant, awarded 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.
- Lead OMED external relations and inter-institutional collaborations: including the design and development of communication and marketing materials in collaboration with Institute Diversity communication manager, serving on four Institute level steering committees and advisory councils, serving on three external community/academic professional executive boards/committees.
- Lead the creation and promotion of diverse and equitable student development initiatives through holistic advisement, application references, and grant awards.
- Lead the fiscal management of $2 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 Vice Provost of Institute Diversity and presidential strategic planning briefings.
- Conducted a detailed assessment of OMED and Georgia Tech's racial/ethnic student populations/resources. Designed, developed, and executed a diversity efficiency and effectiveness structural model.
- Served as the student equity subcommittee lead for Georgia Tech's 2020-2030 new Strategic Plan DEI Blueprint for expanding access.
- Serve on several councils and steering committees on behalf of IDEI, including: Campus Safety and community, Black Cultural Center, DEI working group, GT-Complete College of Georgia, and DEI research expansion.

Chair, Women of Color Initiative (WOCI) Atlanta Collaborative in Higher Education, February 2019-present
- 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, 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 WOCIs grant writing and research agendas
- Manage WOCI faculty, staff, and students.

Assistant Director, OMED: Educational Services, Outreach Initiatives, Georgia Institute of Technology, November 2016 – July 2019
- Planned and managed marketing materials for the Institute Extended Orientation and Summer Programs, OMED AAMI, Challenge, and Focus websites and programs.

- Facilitation of over 10 OMED internal and external diversity information sessions annually
- Conducted regular advisement with students on academic and career development opportunities, hosting one-to-one advising sessions with at-risk students and providing direct one-to-one tutoring where applicable.
- Provided letters of recommendation for over 18 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.
- Conducted project and program management activities associated with Georgia Tech's institute wide graduate recruitment program, Focus; OMED's 8-time grant award winning initiative AAMI; and Georgia Tech's signature 5-week summer residential program, Challenge.
- Generate grant proposals as well as internal and external program evaluation reports using incorporating mixed-method data collection, analysis, and research design skills
- Manage the successful execution of expenses, contract negotiations, and vendor bidding for 5 budgets (totaling $766,213 of state and foundation funds) over a 17-month time period.
- Plan, organize and manage interdepartmental professional staff work activities using Workfront, effective communication mediums, professional development meetings, and mentorship.
- Design, develop, and instruct OMED first institute undergraduate curriculum and faculty senate approved course.
- Plan, organize and direct work activities for 23 student and 2 temporary staff members.

Research Consultant, Electrical & Computer Engineering Diversity Assessment and Inclusion Project, Partners for Educational Development, Iowa State University, November 2013-June 2015
- Developed research design, project scope, elements, objectives, and cohort selection criteria based on Institution's needs and proposal bid
- Analyzed engineering department data and identified current diversity data trends
- Designed Diversity and Assessment Survey Instrument
- Conducted one-to-one in depth interviews with cohort
- Transcribed, coded, and analyzed interview data
- Created Diversity Assessment and Inclusion Report based on findings

Outreach Support & Researcher, African American Male Initiative (AAMI) at Georgia Tech, Office of Institute Diversity, Georgia Institute of Technology, August 2013-May 2015
- Collaborated with the Director of Outreach in designing program initiatives to improve the performance, retention, and leadership of African American males at Georgia Tech.
- Conducted program evaluations and assessments of retention and academic programs supported by the Office of Minority Education & Development (OMED).
- Collected and analyzed performance, graduation, retention program participation, and demographic data for underrepresented minorities in compiling data reports to the Office of Institute Diversity at Georgia Tech as well as the Georgia Board of Regents.
- Designed marketing and promotional web-based materials to support AAMI.
- Designed, developed, budgeted, and facilitated an off-site AAMI conference with over 6 intensive workshop sessions, 3 plenary events, 2 large-group identity building activities, and the incorporation African American male corporate executives, leaders, Georgia Tech alumni, and Morehouse, Georgia State, University of Georgia, and Georgia Tech students into one-to-one networking/mentoring events.

Research Consultant, Review and Assessment of the Status of Persons of Color in Theological Education, The Fund for Theological Education, April 2013-June 2013.
- Conducted an extensive resource and literature review regarding the status of persons of color in higher education with a focus on theological education.
- Developed an annotated bibliography of 87 references relevant to mentoring, development, and cultivation of persons of color in higher education.
- Conducted quantitative and qualitative analysis of the current status of persons of color in theological education, using national databases and blue ribbon institutional reports.
- Authored and developed an extensive report of findings for presentation to national institutional leaders at the 2013 FTE Consultation.

Network Coordinator, Religious Education Association (REA), December 2006-December 2013
- Designed and maintained the REA web site.

- Design, market, and implement tools, processes and procedures necessary to enhance networking of scholars, clergy, and educators in religious education via REA
- Interact with A/V vendors and journal publisher to execute online access to organizational materials and to facilitate over 30 presenters at organization's Annual Meetings from Atlanta, Georgia to Toronto, Canada
- Interact with Board of Directors in developing content and research material in web-based formats
- Support Board of Directors by developing surveys, evaluation forms, registration forms, and project reports

Research & Editorial Assistant, International Status of Women in Chemistry, Computer Science, and Mathematics, Commission on Professionals in Science and Technology, August 2009-May 2010
- Researched and developed an online annotated bibliography of over 282 global resources related to the International status of women in chemistry, computer Science, and mathematics.
- Managed tasks and training of undergraduate research assistants.
- Developed a training manual and executed training for use of project's web-portal.

Research Administrator, Oral History Project, Candler School of Theology, Emory University, October 2006-August 2007
- Recorded, captured, and transcribed Oral History Interviews of prominent female clergy and council.
- Developed, organized, and safely transferred project videos and documents to Pitts Theological Library archives.
- Developed and maintained the entire project research budget
- Led a small team of researchers: including managing staff activities as well as submitting timely payroll and honorarium invoices for research assistants and project participants.

Research Assistant, Wisdom of Youth Project, Emory University Center for Law and Religion, August 2005-September 2006
- Scheduled, coordinated, and conducted interviews with youth and young adults in the Atlanta and North Carolina areas.
- Developed a coding system and database file to store project data.
- Developed a project timeline in MS Project and worked with other staff to deliver the project on-time and within budget.
- Maintained research budget; including submitting timely payroll invoices for research assistants.
- Project resulted in the book: Moore, M and Wright, A. (2008). Children, Youth, and Spirituality in a Troubling World. St. Louis, Missouri: Chalice Press.

Teaching Experience:
Professor
Challenge Summer Intensive Residential Program: Interpersonal Development Course, Georgia Institute of Technology, Summer 2017-2021
- Developed course syllabus, weekly lesson plans, project schedules, and assessment materials
- Organized, identified, and collaborated with over six scholars to facilitate a weekly speaker series
- Conducted weekly lectures on subject matter
- Facilitated lecture base instruction and group/project oriented activities for 140 incoming underrepresented minority students.
- Managed grading and support for all students, and designed appropriate assessment rubrics & guidelines

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.

Guest Lecturer
The Digitally Sacred: Worship in 3D Virtual Worlds, Atlantic School of Theology, Canada, Spring 2019
Introduction to the Study of Religion, Department of Philosophy and Religion, Spelman College, Fall 2013

Teaching Assistant
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

Professional Experience:

Life Development (Program) Director, Gifted Education Foundation, June 2015-present
- Develop project work plans, schedules, budgets, objectives, correspondence, and tracking for Gifted College & Career Access (CCAP)
- Manage partner recruitment, schedules, meetings and scope of work for Gifted Preparatory School Partner (GPS) Program
- Coordinate between Gifted trained facilitators and school/community site project managers to successfully execute on-site project outcomes.
- Provide supporting materials and data to the Chief Executive Officer and Grant Writing Team for grant reporting and development
- Communicate projects' status and reports to Gifted Executive Leadership and Atlanta Board members
- Successfully launched Gifted STEM (Science, Technology, Engineering, Math/Medicine) Initiative (GSI)
- Designed and implemented an online Gifted Preparatory School (GPS) Partner Recruitment, Evaluation, & Monitoring Process
- Designed, Developed, and executed 2,310 student hours of college, career, and life skills training
- Successfully launched electronic Student Satisfaction Assessment

Senior Radio Frequency (RF) Engineer and Technical Training Coordinator, Cingular Wireless, January 2001-August 2003
- Developed an internal RF safety web-based course to train over 289 engineers within the southeast region and to save the region over $178,000 over a 3 –year period
- Worked with Human Resources to design the Southeast Engineering Development Program, which included: core competencies, program guidelines, roles and responsibilities, technical training course layout, and certification program.
- Served as liaison between training vendors and engineers in the southeast region to meet training needs and audit potential training courses.
- Developed southeast region's learning and development web site.
- Responsible for cell site design for the downtown Atlanta and Buck head area

Learning Services Employee Development Intern, Cingular Wireless, January 2002-May 2002
- Responsible for writing documentation on various technical subjects for development of instructional materials.
- Developed content source maps and course plans to ensure course objectives were met.

Radio Frequency (RF) Design Engineer, Bellsouth Mobility, November 1995- December 2000
- Designed a frequency plan retune for east Georgia which was required to implement capacity and digital technology in the Olympic ring for the 1996 Olympic Games.
- Created a cellular build out plan for Buckhead as well as GA Tech. Designed financial, RF Emissions and Cell Site plans Developed presentations for Bellsouth and Georgia Tech executives.
- Responsible for the daily maintenance of over 80 cellular towers and the design of an additional 10 to be in service by the end of 2000.

Radio Frequency (RF) Design Engineer, Sprint Cellular, Chicago, IL, Sept.ember1994- November 1995
- Developed 1996 growth plan for the Panhandle market. Designed new cell search areas and cell site infrastructure. Executed EAMPS conversion plan
- Utilized theoretical propagation tool WIZARD and actual propagation data PROMAS/OPAS, to construct frequency channel plans.
- Engineered a sectorization plan to convert the Tallahassee cellular system from Omni-sector to sector-sector configuration
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Scholarly [Peer Reviewed] Publications:

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:

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). "Flowing Between Sacred Grounds: Constructing Socio-Religious Communities in 3D (three-dimensional) Virtual Worlds." The Religious Education Association Annual Meeting. Atlanta, Georgia.

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.

Honors and Awards:
Lettie Pate Whitehead Evans Gender Equity Award
Ivan Allen College of Liberal Arts Distinguish Alumni, 2022
Georgia Tech Black Alumni Leaders and Legends, 2022
"Thank a Teacher" Recognition, Center for Teaching and Learning, 2021
Faces of Inclusive Excellence, 2018
Georgia Tech's Football Guest Coach, Academic Excellence, 2017
North Carolina State University, Building Future Faculty Fellow, 2015
GT Office of Minority Education and Development, Doctoral Tower Award,
2014 Langston-Price Scholar 2013
The Southern Regional Education Board, Dissertation Fellowship, 2011-2012
Georgia Institute of Technology, President Fellowship, 2007 – 2012
The Fund for Theological Education, Dissertation Mentor Award,
2012
GT Office of Minority Education and Development, Master's Tower Award,
2009 The Fund for Theological Education, Doctoral Fellowship, 2007, 2008
American Society for Cell Biology, Travel Grant, 2nd Annual Conference on Interventions for Minorities to Pursue Research Careers, 2008

Service:
Georgia Tech Alumni Association Board of Trustees, 2022- Present
WOCI Atlanta Collaborative in Higher Education, 2019-present
Executive Steering Committee, Georgia Million Women Mentors, 2018-present
Reviewer, Southern Regional Education Board (SREB) State Doctoral Scholars Program, 2021-2022
Guest Editor, Special Conference Issue-Beyond White Normativity, RE Journal, Taylor &Francis, 2019
Article Reviewer, American Educational Research Journal, 2014, 2018
Invited Consultant, Auburn Seminar
Invited Consultant, Changing the Face of Engineering Workshop, New Orleans, LA, Summer 2016
Mentor Board Member, and 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
Board Member, Georgia Tech Black Alumni Association, 2009-2013
Reviewer, President's Undergraduate Research Award (PURA), Georgia Institute of Technology, 2010
Invited Consultant, Columbia Theological Seminary, Christian Education & Gaming Workshop, 2009
Mentor, Summer Undergraduate Research in Engineering/Science (SURE), Georgia Institute of Technology, 2008, 2009
Youth Education & Scholarship Coordinator, Smyrna Word of Life Baptist Church, 2003-2014

Memberships:
American Educational Research Association
National Academic Advising Association
Society for Social Studies of Science (4S)
National Society of Black Engineers
Georgia Tech Black Alumni Association
Delta Sigma Theta Sorority Incorporated

Computer Skills:
MS Office: Word, Excel, Access, Power Point, Outlook, MS Project; Qualtircs; Tableau, SPSS (Statistical Package for the Social Sciences); Dedoosa: R-Studio; ReStream Studios; Workfront; Adobe: Acrobat Professional PDF writer, Designer, Photoshop, Dreamweaver; WordPress; Formstack; Asana; Learning Ware LMS; Frequency Design Software: WIZARD, COMARCO NDR, MapInfo