



Huntsville, Alabama

305 Fountain Circle
Huntsville, AL 35801

Cover Memo

Meeting Type: City Council Regular Meeting **Meeting Date:** 1/9/2025

File ID: TMP-5105

Department: Administration

Subject:

Type of Action: Approval/Action

Resolution to appoint Department Head to certain position to serve with the Mayor's term of office.
Resolution No.

Finance Information:

Account Number: N/A

City Cost Amount: N/A

Total Cost: N/A

Special Circumstances:

Grant Funded: N/A

Grant Title - CFDA or granting Agency: N/A

Resolution #: N/A

Location: (list below)

Address: N/A

District: District 1 ☐ District 2 ☐ District 3 ☐ District 4 ☐ District 5 ☐

Additional Comments: Resolution would appoint Randy Barbour, Jr. to Director of Diversity, Equity, and Inclusion for the Mayor's term with the effective date beginning January 13, 2025.

RESOLUTION NO. _____

BE IT RESOLVED by the City Council of the City of Huntsville, Alabama, that the following person, having been appointed by the Mayor of the City of Huntsville, Alabama, to the position indicated below is hereby approved by the City Council to serve in such position for the current term of the Mayor at the salary grade, step and effective date set below:

<u>Name</u>	<u>Title</u>	<u>Grade</u>	<u>Step</u>	<u>Effective Date</u>
Randy Barbour, Jr.	Director of Diversity, Equity & Inclusion	21	15	January 13, 2025

ADOPTED this the 9th day of January, 2025.

President of the City Council of
the City of Huntsville, Alabama

APPROVED this the 9th day of January, 2025.

Mayor of the City of Huntsville,
Alabama

Randy Jerod Barbour, Jr., PhD, MA, MBA

Office Contact Information:

Address: Carver Complex North 219A

P. O. Box 4900

Normal, AL 35762-4900

Phone: (256) 372-1112

Email: randy.barbour@aamu.edu

EDUCATION

Doctor of Philosophy (PhD) in Psychology – Community Psychology Wichita State University, Wichita, KS	<i>May 2020</i>
Graduate Certificate in City and County Management Wichita State University, Wichita, KS	<i>May 2019</i>
Master of Arts (MA) in Psychology Wichita State University, Wichita, KS	<i>May 2017</i>
Master of Business Administration (MBA) The University of Alabama in Huntsville, Huntsville, AL	<i>December 2014</i>
Bachelor of Arts (BA) Cornell University, Ithaca, NY	<i>May 2010</i>

PROFESSIONAL EXPERIENCE

Assistant Professor of Psychology Alabama Agricultural and Mechanical University (Alabama A&M), College of Education, Humanities and Behavioral Sciences, Department of Psychology and Counseling, Normal, AL	<i>August 2022 – Present</i>
Education Program Director/Director of Operations Harris Home for Children, Huntsville, AL	<i>August 2020 – August 2022</i>
Program Coordinator North Alabama Center for Educational Excellence, Upward Bound, Huntsville, AL	<i>February 2020 – August 2020</i>
Part-time Lecturer The University of Alabama in Huntsville, Office of Academic Affairs, Huntsville, AL	<i>August 2020 – December 2021</i>
Adjunct Instructor J.F. Drake State Community and Technical College, General and Development Education, Huntsville, AL	<i>January 2020 – May 2020</i>
Executive Assistant to the Executive Director/President North Alabama Center for Educational Excellence, Huntsville, AL	<i>September 2019 – January 2020</i>
Lead Researcher Coordinator Kansas Leadership Center (KLC), 3 rd Floor Research	<i>September 2017 – March 2020</i>

Practicum Student

Spirit AeroSystems, Inc., Global Diversity Group, Wichita, KS

June 2017 – July 2018

Graduate Teaching Assistant/Lecturer

Wichita State University, Fairmount College of Liberal Arts, Psychology Department,
Wichita, KS

August 2015 – May 2019

Contract Administrator

The University of Alabama in Huntsville, Office of Sponsored Programs, Huntsville, AL

July 2014 – June 2015

Performance Metrics Analyst

The University of Alabama in Huntsville, Office of the Vice President for Research, Huntsville AL

May 2011 – June 2014

TEACHING EXPERIENCE

Alabama Agricultural and Mechanical University

PSY 307: Introduction to Research (Fall 2022 – Present)

PSY 303: Applied Psychology (Summer 2023)

PSY 265: Elementary Statistics (Fall 2022 – Present)

PSY 201: General Psychology, Two sections (Fall 2022 – Present)

The University of Alabama in Huntsville

FYE 101: Charger Success (Fall 2020, 2021)

PRO 101: College Academy 101 (Spring 2021)

J.F. Drake State Community & Technical College

PSY 200: General Psychology, Two sections (Spring 2020)

PSY 210: Human Growth and Development (Spring 2020)

Wichita State University

PSY 301: Psychological Statistics (Summer 2018, Fall 2018, Spring 2019)

PSY 902: Advanced Research I Lab (Fall 2016, 2017)

PSY 903: Advanced Research II Lab (Spring 2017, 2018)

PEER REVIEWED PUBLICATIONS

Ormond, A., **Barbour, R. J.**, Lewis, R. K., Montgomery, A. & Ponds, A. (2019). Results from a Community Mental Health Assessment in a Historically Black Church: A Call for Action. *Journal of Prevention and Intervention in the Community*.

OTHER PUBLICATIONS

Barbour, R. J. (2020). Impact assessment of the Dr. Jerry Hamm Early Learning Center: A formal program evaluation study of the programs impact on child outcomes (Unpublished doctoral dissertation). Wichita State University.

Banuelos, T., **Barbour, R.**, Ojeda-Leitner, D., Siwierka, J. & Turosak, A. (2017). Community Psychologists on Campus: Mini-Case Studies in University Activism. *Community Practice Bulletin*. Community Psychology Practice Council, Society for Community Research and Action.

Barbour, R. J., Jr. (2017). The great debate of college achievement: Which nonacademic factors contribute most to college readiness and success? (Unpublished master's thesis). Wichita State University.

PRESENTATIONS

Barbour, R., Christian, C., Jackson, K., & Walker, A. Use Patterns and Perspectives of Outdoor Recreation Participants at Chapman Mountain Nature Reserve and Monte Sano State Park in North Alabama. Black Communities, Climates, and the Environment: A Summit on Science, Systemic Inequalities, and Solutions, Washington, D.C. (June 2024).

Burdsal, C., Skinner, T., **Barbour, R.** & Rakestraw, D. An introduction to R. Society for Applied Multivariate Research, Albuquerque, NM. (April 2019).

Barbour, R. A program evaluation of an early learning center for disadvantaged students. Southwestern Psychological Association, Albuquerque, NM. (April, 2019).

Barbour, R. The great debate of college achievement: Which non-academic factors contribute most to college readiness and success? Graduate Research and Scholarly Projects Symposium (GRASP), Wichita State University, Wichita, KS. (April, 2018).

Barbour, R. The great debate of college achievement: Which non-academic factors contribute most to college readiness and success? Capitol Graduate Research Summit (CGRS), Kansas State Capitol, Topeka, KS. (March, 2018).

UNIVERSITY GOVERNANCE AND SERVICE

a. University

2024-Present	Search Committee (Appointed) for Dean of College of Education, Humanities, and Behavioral Sciences, Alabama A&M University
2023	Guest Speaker, Mic Check 1875 Podcast, <i>The Effects of Police Brutality on the African American Community</i> , Graduate Studies, Alabama A&M University, 10 April 2023
2023	Debate Judge, <i>The Dilemma of Civil Disobedience: Debate & Discussion</i> , The Honors Speech & Debate Society, AAMU Honors Program, Alabama A&M University, 20 February 2023
2023-Present	Blackboard Ultra Ambassador, Office of Distance Education, Extended Studies, and Instructional Technology, Alabama A&M University
2023-2024	Student Organization Faculty Advisory, L.I.V.E (Mental Health Student Organization), Alabama A&M University
2023-Present	Student Organization Faculty Advisory, Delta Gamma Chapter of Alpha Phi Alpha Fraternity, Incorporated, Alabama A&M University
2022-2023	Student Organization Faculty Advisory, Melanated Doctors, Alabama A&M University
2022-2023	Student Organization Faculty Advisory, Psychology Club, Alabama A&M University

b. College

2024-Present	Member, Budget and Planning Committee, College of Education, Humanities, and Behavioral Sciences, Alabama A&M University
2022-2024	Member, Curriculum Committee, College of Education, Humanities, and Behavioral Sciences, Alabama A&M University
2023-Present	Principal Investigator, Student Success Team, College of Education, Humanities, and Behavioral Sciences, Alabama A&M University

c. Department

2024-Present	Co-Chair, Research Symposium, Department of Psychology and Counseling, College of Education, Humanities, and Behavioral Sciences, Alabama A&M University
2024	Panelist, MMHF: Breaking the Silence: Men's Minds Matter Forum, Psychology Club, Department of Psychology and Counseling, Alabama A&M University, 28 February 2024
2023-Present	Co-Chair, Undergraduate Psychology Assessment Committee, Department of Psychology and Counseling, College of Education, Humanities, and Behavioral Sciences, Alabama A&M University
2023-2024	Co-Chair, Ad Hoc Advising & Retention Committee, Department of Psychology and Counseling, College of Education, Humanities, and Behavioral Sciences, Alabama A&M University
2023-2024	Co-Chair, Psychology Advisory Council, Department of Psychology and Counseling, College of Education, Humanities, and Behavioral Sciences, Alabama A&M University
2023	Poster Judge, Graduate Student Research Poster Symposium, Department of Psychology and Counseling, Alabama A&M University, 25 April 2023

MEMBERSHIP AND ACTIVITIES IN THE PROFESSION

A. MEMBERSHIPS

a. National

2016-Present	Member, Society for Community Research and Action (SCRA)
2016-Present	Member, American Psychological Association (APA)

b. Regional

2019-Present	Member, Southwestern Psychological Association (SWPA)
2019-Present	Member, Society for Applied Multivariate Research (SAMR)

RESEARCH GRANT SUPPORT

Granting Institution: INROADS

Development Grant Title of grant proposal: An Investigation to Capture the Use Patterns, Perceptions, and Perspectives of Outdoor Recreation Participants at Chapman Mountain Nature Preserve and Monte Sano State Park in North Alabama

Role: Co-Principal Investigator

Duration: 02/2024 – 07/2024

Award: \$30,500

Granting Institution: The Huntsville Botanical Garden

Development Grant Title of grant proposal: Professional Evaluation of Project Cultivate

Role: Co-Principal Investigator

Duration: 10/2023 – 09/2024

Award: \$11,500

Granting Institution: U.S. Department of Education – Education Innovation and Research

Development Grant Title of grant proposal: A culturally responsive project-based learning intervention in secondary science in Alabama and North Carolina

Award #: S411B230030

Sub Contract: Alabama A&M University

Role: Co-Principal Investigator

Duration: 5 Years

Award: \$200,000

REFERENCES

Rhonda K. Lewis, Ph.D.

Professor, Department of Psychology

Room 437C, Jabara Hall

1845 Fairmount St

Wichita, KS 67260

(316) 978-3695

rhonda.lewis@wichita.edu

Tonya Perry, Ph.D.

Professor and Chair, Department of Social Work/Associate Dean of Student Success in College of Education, Humanities, and Behavioral Sciences

Buchanan Hall, Suite 209

Alabama A&M University

(256) 372-8356

tonya.perry@aamu.edu

Brian Black, D.M.

Global Director Diversity, Equity and Inclusion

Hexion, Inc.

180 E Broad St.

Columbus, Ohio 43215

(864) 608-9483 (Mobile)

brian.black@hexion.com