

TESHIA YOUNG ROBY, PhD, MBA

SENIOR UNIVERSITY EXECUTIVE | ACADEMIC ENTERPRISE GROWTH | STRATEGIC PARTNERSHIPS

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EXECUTIVE PROFILE – PROFESSIONAL QUALIFICATIONS

Senior higher education executive and educational technology entrepreneur with nearly 30 years of experience, including 19 years of leadership within Southern California's public university system. Accomplished academic enterprise leader with demonstrated success translating institutional strategy into operational results, expanding academic programs and regional degree pathways, developing strategic partnerships, and leading complex, multidisciplinary organizations. Combines senior university administration with entrepreneurial experience in business strategy, digital product development, creative innovation, and community-centered initiatives.

Currently provides executive leadership for five university-wide Academic Affairs units at Cal Poly San Luis Obispo, overseeing a \$5M+ portfolio and nearly 50 faculty, staff, and student employees, including 14 direct reports. Experienced in institutional growth, organizational transformation, strategic enrollment management, academic innovation, executive decision support, and cross-functional coordination. Brings a distinctive combination of academic executive leadership, Southern California regional experience, entrepreneurial business development, and creative technology expertise, supported by a record of building educational partnerships, securing external funding, and advancing student access and success.

EXECUTIVE LEADERSHIP COMPETENCIES

Academic Enterprise Strategic Planning & Execution
Strategic Partnerships & Industry Engagement
Academic Program Innovation & Enrollment Growth
Executive Communications & Stakeholder Engagement
Budget, Personnel & Strategic Resource Stewardship
Creative Technology & Digital Innovation

Institutional Growth & Regional Expansion
Cross-Functional Operations & Alignment
Organizational Transformation & Change Leadership
Entrepreneurial Leadership & Business Development
Student Success & Experiential Learning
Southern California Regional Engagement

EDUCATION

Ph.D., Education, Instructional Design, Online Learning and Andragogy (Adult Learning) | Georgia State University

M.S., Education, Instructional Technologies | Georgia State University

MBA, Emphasis: Corporate Training, Learning Metrics and Adult Learning | J. Mack Robinson College of Business, GSU

B.A., Computer Science, Minor in Business Communication | Clemson University

PROFESSIONAL EXPERIENCE & ACADEMIC APPOINTMENTS

- Associate Provost and Full Professor, Academic Innovations & Programs, Cal Poly San Luis Obispo | 2024 – Present
- Assistant Vice President, Learning & Research Technologies, Cal Poly Pomona | 2018 – 2024
- Interim Institutional Research Team Leader, Cal Poly Pomona | 2019 – 2021
- Associate Dean and Full Professor, College of Education, CSU Fullerton | 2017 – 2018
- Interim Associate Dean, College of Education & Integrative Studies, Cal Poly Pomona | 2017
- Chair, Education Department, College of Education & Integrative Studies (CEIS), Cal Poly Pomona | 2015 – 2017
- Director, Student Success Graduation Initiative 2015, Cal Poly Pomona | 2013 – 2015
- Associate Professor, College of Education & Integrative Studies, Cal Poly Pomona | 2007 – 2017
- Instructional Design Lead, Faculty Development with Academic Technologies, Cal Poly Pomona | 2005 – 2007
- Research Faculty & Learning Management System Functional Lead, Georgia Institute of Technology | 2001 – 2005

UNIVERSITY-SPONSORED LEADERSHIP DEVELOPMENT & EXECUTIVE EDUCATION

- WSCUC Accreditation Leadership Academy, Cohort 15 | 2025 – 2026
- AAC&U Institute on AI, Pedagogy, and the Curriculum, Cal Poly Cohort Co-Lead | 2025 – 2026
- California State University Student Success Analytics Certificate Cohort Co-Leader | 2021
- California State University Student Success Analytics Certificate Cohort | 2020
- Higher Education Resource Services (HERS) Leadership Institute, Denver Cohort | 2015
- Provost's Teacher-Scholar Cohort, Cal Poly Pomona | 2008 – 2010

SENIOR ADMINISTRATIVE LEADERSHIP EXPERIENCE

Associate Provost for Academic Innovations and Programs (AIP)

Division of Academic Affairs | California Polytechnic State University (Cal Poly) | San Luis Obispo | 2024 – Present

Leadership Scope: \$5M+ Portfolio | Five University-Wide Academic Affairs Units | Nearly 50 Employees | 14 Direct Reports | Institutional Reach: 24,000+ Students

Cal Poly is a predominantly residential, public polytechnic university in the California State University system, located on California's Central Coast, serving approximately 24,000 students following its integration with Cal Poly Maritime. An AANAPISI and emerging Hispanic-Serving Institution (HSI), Cal Poly emphasizes experiential education through its Learn by Doing philosophy.

Selected Executive Accomplishments

- **Executive Advising, Strategic Coordination, and Enterprise Leadership:** Provide executive leadership and strategic oversight for a \$5M+ Academic Innovations and Programs portfolio comprising five university-wide units: Academic Programs and Planning; the Center for Teaching, Learning and Technology; the International Center; the University Honors Program; and Service Learning. Supervise an Assistant Vice Provost, executive directors, directors, assistant directors, Faculty Fellows, and professional staff.
- **Organizational Transformation, Change Leadership, and Institutional Integration:** Serve as integration leader for Academic Programs and Planning, the Center for Teaching, Learning and Technology, and the International Center in the Cal Poly–Cal Maritime integration and participate on the Campus Integration Leadership Committee. Co-led university-wide planning for year-round academic operations, developing a comprehensive FAQ framework approved by the Provost's Cabinet and University Marketing and Communications; briefed external consultants and President's Office leaders; and ensured continuity into the next phase by transferring key decisions, research, and implementation resources.
- **Regional Bachelor's Pathways & Community College Partnerships:** Provided executive leadership and strategic coordination for the successful implementation of two Cal Poly regional bachelor's degree pathway programs. Convened and guided faculty coordinators, Student Affairs leadership, and community college partners to establish academic and student-support responsibilities, align institutional resources, and strengthen cross-institutional collaboration. Both programs were successfully launched, expanding regional access to bachelor's degree opportunities for place-bound students.
- **Strategic Enrollment Management & Academic Alignment:** Serve on the university's Strategic Enrollment Management Leadership Committee alongside the Vice President for Enrollment Management, academic deans, and other senior leaders, contributing an Academic Affairs perspective to enrollment planning, academic capacity, student success, and alignment of enrollment and academic priorities.
- **Strategic Partnerships, Industry Engagement & Cross-Sector Convening:** Advance institutional AI strategy through campus, systemwide, and national initiatives. Conceived, secured executive sponsorship for, and chaired Cal Poly's inaugural AI Symposium, convening more than 400 faculty, students, CSU and Chancellor's Office leaders, technology-industry executives, and community partners. Serve on the AI Convening Planning Committee and as Cal Poly co-lead for the AAC&U AI cohort; create opportunities for students to showcase AI projects; and serve as Provost's Office liaison and sponsor for the Cal Poly DxHub student-led, AI-enhanced accessibility dashboard project.
- **Personnel Leadership, Talent Development & Succession Planning:** Lead a multilevel organization of nearly 50 faculty, staff, and student employees, including 14 direct reports across office staff, unit leaders, Faculty Fellows, and student employees; direct recruitment, performance management, professional development, and personnel administration. Convene monthly AIP Leadership meetings to translate Provost's Office priorities into coordinated unit action, monitor delegated initiatives, address emerging risks, reinforce accountability, and provide coaching, feedback, and guidance. Build institution-wide leadership pipelines for student leaders, Faculty Fellows, unit leaders, and associate deans through stretch assignments, expanded responsibilities, interim leadership opportunities, and succession planning, supporting advancement into roles of greater scope and authority.
- **Strategic Budget, Funded Initiatives, and Resource Allocation:** Direct budget planning and financial decisions across five Academic Affairs units and a \$5M+ portfolio, allocating resources among staffing, programs, and strategic priorities. Led a collaborative budget reduction exercise with unit leaders to evaluate expenditures, identify cost-saving opportunities, and develop strategic resource allocation recommendations while prioritizing academic quality and operational continuity. Lead organizational design and Chancellor's Office-funded faculty-support and student-success initiatives; align investments with academic quality and institutional priorities. Conceived an innovative Library-Bookstore partnership that presents students with affordable and library-accessible alternatives for assigned materials.
- **Provost's Senior Leadership and Executive Communication:** Serve on the Provost's weekly senior leadership team and present strategic updates and recommendations to the monthly Provost's Council, comprising academic deans and senior Academic Affairs leaders.

- **Academic Planning, Programs Growth, and Institutional Effectiveness:** Oversee university-wide academic planning, program review, assessment, and institutional effectiveness through supervision of the Executive Director and Accreditation Liaison Officer (ALO), in collaboration with academic deans, the Academic Senate, and the Office of the Provost. Provide executive review and strategic guidance on new academic program proposals, assessing program viability before submission to the CSU Board of Trustees. Strengthened academic program review by incorporating student-success indicators, defined metrics, and disaggregated enrollment and graduation data into self-study requirements to support data-informed, equity-centered evaluation. Co-led institutional review of California Community Colleges baccalaureate proposals, coordinating academic leaders to assess potential program duplication and develop institutional responses.
- **Dean Search and Executive Leadership Selection:** Participate in the Office of the Provost's evaluation of finalists for a college dean search, meeting with candidates as a member of the Provost's leadership cabinet and contributing executive-level assessments to inform selection decisions.
- **Academic Policy, Shared Governance, and Executive Decision Support:** Advise senior leadership on academic policy and process, institutional effectiveness, accreditation, faculty excellence, instructional innovation, accessibility, and strategic planning; review Academic Senate referrals and recommendations advanced for presidential consideration, advising the Office of the Provost on their academic and institutional implications and contributing recommendations before final action by the president.
- **Leadership Development and Cross-Divisional Alignment:** Co-lead the Associate and Assistant Deans Roundtable and University Leadership Council, strengthening executive communication, leadership development, cross-divisional coordination, and strategic alignment.
- **Executive Communication & Change Leadership:** Partner with Provost's Office communications team to develop and coordinate consequential academic messaging for faculty, college leadership teams, and other university stakeholders, aligning communication strategy, timing, and implementation with institutional priorities.
- **WSCUC Accreditation Leadership:** Completed the WSCUC Accreditation Leadership Academy and served on the core writing team for Cal Poly's 2025 WSCUC special visit, leading the identification and presentation of evidence demonstrating progress toward institutional improvement goals. WSCUC accepted the report without requiring an on-campus review.
- **Accreditation, Shared Governance, and Institutional Representation:** Lead the Office of the Provost's participation in internal and external program reviews in partnership with the Executive Director of Academic Programs and Planning, a direct report; participate in professional and program accreditation visits, institutional planning initiatives, Academic Senate subcommittees, and cross-divisional strategic committees.
- **Faculty Affairs and Dean-Level Academic Oversight:** Serve as reviewing dean for faculty teaching credit-bearing courses within the Academic Innovations and Programs portfolio, exercising dean-level academic oversight and review. Partner with Faculty Affairs and academic colleges on faculty appointments, assigned time, equitable compensation, collective bargaining compliance, and resource transfers.
- **Academic Appeals and Student-Centered Decision-Making:** Serve as the final decision authority for student academic appeals, collaborating with the Registrar, university advising leadership, and academic deans to evaluate cases and render equitable, policy-informed determinations.
- **Academic Accessibility and Regulatory Compliance:** Initiated and mobilized Academic Affairs' accessibility compliance effort, moving the university to an established strategy and implementation plan aligned with CSU executive requirements and federal Title II standards. Lead and direct teams responsible for instructional-material remediation, faculty development, prioritization of high-enrollment courses, and development of enterprise accessibility infrastructure; report progress, risks, and recommendations to the Provost and Office of the President.
- **Faculty Support, Development, and Leadership Pipeline:** Sponsor the CTLT Faculty Advisory Council; established and supervise Faculty Fellows supporting inclusive teaching, global learning, student-success analytics, online pedagogy, affordable learning solutions, sustainability, and instructional innovation while developing a pipeline for faculty leadership and service. Created Cal Poly's first Inclusive Study Abroad/Away Faculty Fellow to expand participation among Black and other underrepresented students and appointed faculty leadership for credit-bearing and co-curricular Alternative Breaks experiences, including faculty-led trips to Louisiana and South Africa.
- **Student Success Strategy and Systemwide Leadership:** Chair Cal Poly's implementation of the CSU-wide Black Student Success Initiative and founded and co-chair the campus Black Student Success Initiative Advisory Council, bringing together faculty, staff, students, alumni, and institutional leaders to advance Black student success.
- **Enterprise Technology Strategy, Portfolio Expansion & Vendor Negotiation:** Strategically expanded Cal Poly's enterprise academic technology portfolio by introducing two university-wide platforms: the university's first streaming-media platform and an enterprise course-design platform enabling accessible, institutionally branded Canvas templates and a consistent student experience across both campuses. Negotiated vendor partnerships, secured executive sponsorship, and guided institutional implementation.

Assistant Vice President, Learning and Research Technologies

California State Polytechnic University, Pomona (Cal Poly Pomona) | Pomona, California | 2018 – 2024

Portfolio: ~\$3M | Academic Technology and Innovation | Digital Learning | Strategic Partnerships | Institutional Data | University-Wide Reach: 27,000 Students

Cal Poly Pomona is a predominantly commuter, public polytechnic and R2 research university in the California State University system located in Los Angeles County, serving approximately 27,000 students. A Minority-Serving Institution (MSI), Hispanic-Serving Institution (HSI), and AANAPISI, it emphasizes experiential learning through its Learn by Doing philosophy.

Served on the IT Leadership Cabinet and advised the Vice President/CIO and university leadership on instructional technology, academic innovations, digital learning, student experience, research technology, and enterprise strategy. Led diverse teams and institution-wide programs at the intersection of Academic Affairs and information technology.

Selected Signature Initiatives Led

- **Enterprise Learning Technology Transformation:** Directed one of the CSU's largest learning management system migrations, transitioning nearly 100,000 courses from Blackboard to Canvas in nine months while minimizing instructional disruption and improving faculty and student experience.
- **Faculty Development and Graduation Initiative Leadership:** Secured and led a \$285,000 faculty-development and student-success initiative targeting high-repeat courses. Directed the development of reusable, revisitable digital learning resources that expanded students' access to instructional support and provided faculty with learning analytics identifying the most frequently accessed content to inform instructional improvements. First-year results showed a reduction in DFW (D, F, and Withdrawal) rates, providing promising preliminary evidence of improved student outcomes, although additional data were needed to establish a sustained trend.
- **Community Innovation, Applied Research, and Student Mentorship:** Conceived and launched Cal Poly Pomona's AWS-enabled Community Gardens Technology Support Initiative, secured project funding, and recruited undergraduate student researchers to develop environmental monitoring and sensor technologies supporting community food security.
- **Digital Equity & Technology Access:** Established a first-of-its-kind student laptop payment program with Dell, college leadership, Financial Aid, and the bookstore to improve affordability, access, and technology equity.
- **Cybersecurity Pipeline & Community Engagement:** Developed HackHER Gals, a cybersecurity pipeline program that engaged more than 200 girls and young women from 97 schools, 64 communities, and multiple educational sectors.

Selected Executive Accomplishments

- **Institutional Research, Academic Planning, and Executive Decision Support:** Served in a two-year interim leadership role for Institutional Research, overseeing institutional analysis and the interpretation of enrollment, student-success, and institutional performance data to inform executive decision-making, academic planning, and institutional priorities.
- **Data Governance and Student Success Analytics:** Co-chaired the University Data Governance Committee and directed data preparation supporting institutional student-success dashboards, strengthening the availability and use of institutional data for academic planning and student-success strategies. Contributed to Cal Poly Pomona's recognition as an institutional exemplar in data and analytics in the 2022 EDUCAUSE Horizon Report.
- **Artificial Intelligence Strategy, Faculty Engagement & Executive Advising:** Co-chaired Cal Poly Pomona's inaugural university-wide AI Symposium in partnership with the faculty development center and co-organized the university's first faculty-focused forum examining the implications of generative AI for teaching, learning, and curriculum; advised academic leadership and developed recommendations for the institutional response to ChatGPT's impact on faculty practice, student learning, academic integrity, and institutional AI strategy.
- **Instructional Continuity & Crisis Leadership:** Co-chaired the Instructional Continuity Working Group, coordinating academic-technology and faculty-support strategy during the COVID-19 transition.
- **Online Learning Strategy & Student Support:** Developed an institution-wide online learning strategy and the THRIVE Online framework, establishing coordinated expectations for academic instruction, advising, technology, and student-support services to strengthen the quality, accessibility, and consistency of online education.
- **Inclusive Excellence & Black Student Success:** Co-chaired the university's Black Thriving Initiative and led cross-divisional strategies addressing inclusion, belonging, and institutional culture.
- **Emerging Academic Technology Strategy:** Directed the investigation and adoption of emerging academic technologies, including augmented and virtual reality, digital credentialing, learning analytics, accessibility solutions, and enterprise instructional platforms.
- **Strategic Investment & Vendor Management:** Managed multimillion-dollar technology investments and strategic vendor relationships with Instructure/Canvas, LinkedIn, K16 Solutions, Dell, and other enterprise partners.

PRESIDENT & CABINET-LEVEL THOUGHT LEADERSHIP & STRATEGY DELIVERABLES

- T.H.R.I.V.E. Online: A Conceptual Model for Institutional Commitment to and Support for Online Learners, Presidential Report, Cal Poly Pomona | 2023
- Predictors of Academic Success in Online Learning Environments: An Institutional Approach to Student-Centered Online Learning Resources, President's Cabinet | 2022
- Is this In-Person Course a Good Candidate for Online Learning? A Decision Tree, Presentation to the Deans | 2022
- Institutional Strategic Plan and Digital Strategy for Online Learning and Student Support, Provost Report | 2020
- Interviews with the Top 10 CSU Online Programs: Recommendations and Lessons Learned, Presidential Report | 2019
- Online Learning Readiness and Campus Support Workflow, VP and CIO Report | 2019

ACADEMIC LEADERSHIP EXPERIENCE

Associate Dean and Full Professor

College of Education, California State University, Fullerton | Fullerton, California | 2017 – 2018

Leadership scope: approximately 60 tenure/tenure-line faculty | 17 reporting staff | College-Wide Reach: 3,000 Students

Cal State Fullerton is a comprehensive public university in an urbanized Southern California setting, serving approximately 46,000 students with a largely nonresidential, diverse student population. Designated as both a Hispanic-Serving Institution (HSI) and an AANAPISI.

Served as a senior member of the dean's leadership team, providing college-wide academic and administrative leadership across strategic planning, curriculum, assessment, accreditation, faculty support, personnel, budgeting, and student success.

- **Curriculum Governance & Academic Program Development:** Oversaw the review and coordination of college curricula, including new courses, degree programs, concentrations, and program modifications, in partnership with the college curriculum committee.
- **Accreditation, Assessment & Institutional Effectiveness:** Provided leadership for assessment, institutional data, California Commission on Teacher Credentialing accreditation, and WSCUC evidence collection, supporting data-informed decision-making and continuous improvement.
- **Personnel Leadership & Organizational Development:** Managed college and Dean's Office staff as the direct supervisor and HEERA manager, with responsibility for recruitment, performance evaluation, professional development, and position management.
- **Faculty Development & Online Academic Quality:** Collaborated across departments to strengthen online teaching, faculty support, instructional effectiveness, and academic quality.

Associate Dean, Interim

College of Education and Integrative Studies (CEIS), Cal Poly Pomona | Pomona, California | 2017

Leadership scope: 46 tenure/tenure-line faculty | 16 reporting staff | College-Wide Reach: ~4,000 Students

Provided college-wide academic and administrative leadership across personnel management, curriculum, advising, assessment, accreditation, and strategic reporting, advancing student success, institutional effectiveness, and data-informed decision-making.

- **Personnel Leadership & Organizational Management:** Supervised the college's student success advisors and managed Dean's Office and college staff, including union-represented employees; led recruitment and hiring, annual performance evaluations, classification reviews, position approvals, and personnel actions in accordance with collective bargaining agreements and university policies.
- **Student Success Strategy & Data-Informed Advising:** Chaired the Student Success Advising Council and established a cross-functional, Tableau-supported approach to providing real-time advising and student-success information, which improved advising coordination, access to student information, and opportunities for direct student support.
- **Assessment, Accreditation & Institutional Effectiveness:** Co-chaired the college assessment committee and coordinated evidence collection and institutional responses supporting WSCUC accreditation.
- **Executive Reporting & Academic Planning:** Partnered with the dean to develop annual and ad hoc reports for the Office of Academic Programs, informing institutional planning and decision-making.
- **Enrollment Growth, Recruitment & Flexible Program Design:** Partnered with enrollment management colleagues to identify prospective student populations and strengthen applicant pipelines for teacher education, credential, and graduate programs. Developed blended, accelerated, district-based, and regional delivery models that expanded geographic access, attracted working adults, paraprofessionals, and career changers, increased enrollment, supported new program launches, and revitalized declining programs.

Department Chair

Education Department, College of Education and Integrative Studies, Cal Poly Pomona | Pomona, CA | 2015 – 2017

Portfolio: \$2M operating budget | 22 tenure-line faculty | 24 lecturers | 9 staff | 10 teaching credential supervisors |

Department-Wide Reach: 1,800 Students

Provided strategic and operational leadership for a complex academic department of 10 programs in graduate education, educator preparation, and educational multimedia, with responsibility for academic planning, faculty affairs, curriculum, enrollment and resource management, assessment, accreditation, budgeting, operations, and shared governance.

- **Academic Transformation, Strategic Planning & Curriculum Innovation:** Successfully led the quarter-to-semester conversion of 10 academic programs, all of which received approval, were implemented on schedule, and were published in the university catalog on time. Guided the development of the department's revised mission, vision, strategic academic plans, and first department-wide student handbook.
- **Academic Program Development, Self-Support Models & Regional Partnerships:** Developed and led self-support graduate programs. Secured Academic Senate approval for a combined credential/master's degree pathway; developed district-based credential coursework for paraprofessionals; secured WSCUC approval for a regional-hub master's model; and negotiated community college articulation agreements to expand access and strengthen educator workforce pipelines.
- **Curriculum Governance & Catalog Development:** Reviewed, approved, and submitted new and revised courses, programs, and academic requirements through Curriculog for institutional review and catalog inclusion; coordinated the department's comprehensive curriculum and catalog revisions during the university's quarter-to-semester conversion.
- **Faculty Affairs, Talent Acquisition, Organizational Leadership & Conflict Resolution:** Reviewed retention, tenure, and promotion files; developed chair recommendations; led tenure-line faculty searches; mentored faculty; and addressed faculty, staff, and student concerns in partnership with university leadership and appropriate administrative offices.
- **Teacher Credential Program Oversight, Accreditation & Continuous Improvement:** Exercised executive leadership over specialized accreditation and regulatory compliance for educator-preparation programs, coordinating NCATE/CAEP and California Commission on Teacher Credentialing accreditation activities. Directed cross-functional collaboration among program coordinators and faculty to ensure timely completion of accreditation requirements and successful reaccreditation, while advancing institutional accountability, continuous improvement, academic quality, and student success.
- **Budget, Enrollment & Academic Resource Management:** Managed operating and adjunct faculty budgets, expenditure controls, enrollment projections, faculty workload and assigned time, FTES, and student-to-faculty ratio planning to support strategic resource allocation and academic program sustainability.
- **Shared Governance & Doctoral Program Leadership:** Chaired biweekly faculty meetings and served on the executive board of the university's independent Ed.D. program.
- **Advisory Board Service, Fundraising & Donor Relations:** Appointed member of the Cal Poly Pomona Partners in Education (PIE) advisory board, partnering with university and community leaders and advancement officers to strengthen philanthropic support for future educators through donor cultivation, fundraising, scholarship recipient selection, and recognition of donors and awardees at the annual Sponsor a Future Teacher celebration. Represented the College at the university's annual Distinguished Alumni Awards Gala, partnering with college leadership to identify, recognize, and celebrate distinguished alumni while strengthening relationships with alumni, donors, and university stakeholders.

UNIVERSITY-WIDE FACULTY LEADERSHIP

University-Wide Director, Student Success Graduation Initiative

Office of Academic Programs, Cal Poly Pomona | Pomona, California | 2013 – 2015

University-wide Faculty Leadership Assignment | Co-Chair with the Provost, Graduation Initiative 2015 Steering Committee | University-Wide Reach: ~28,000 students over three years

Directed university-wide, data-informed student-success strategy in partnership with the Provost, exercising strategic leadership and recommending resource allocations to advance institutional priorities. Co-chaired the Graduation Initiative Steering Committee, guiding investments in advising, faculty-led high-impact practices, academic technology, and cross-divisional partnerships to improve persistence, close equity gaps, and accelerate degree completion.

- **Graduation-Rate Improvement & Systemwide Accountability:** Fulfilled the Chancellor's Office mandate and contributed to an eight-percentage-point increase in the university's six-year graduation rate.
- **Executive Governance & Strategic Resource Allocation:** Co-chaired the Steering Committee with the Provost, establishing student-success metrics, evaluating institutional proposals, and recommending strategic resource allocations.
- **Student-Success Analytics & Institutional Strategy:** Partnered with Institutional Research to disaggregate persistence and completion outcomes and translate findings into an actionable institutional narrative and improvement strategy.
- **Enterprise eAdvising Strategy & Technology Acquisition:** Chaired the university-wide eAdvising platform selection and acquisition process; the resulting approach was replicated for other campus initiatives and informed CSU-level work.
- **Faculty Development & High-Impact Practices:** Organized faculty development in high-impact practices for bottleneck courses and funded faculty teams to implement, evaluate, and disseminate effective approaches.
- **Early-Alert Systems & Cross-Functional Student Support:** Led student focus groups and partnered with department chairs, advisors, the Registrar, and IT teams to develop PeopleSoft reports that enable timely and targeted student support.

Provost's Teacher-Scholar and Faculty Mentor

Office of the Provost, Cal Poly Pomona | 2008–2012

Selected for the Provost's Teacher-Scholar Program (2008–2010), receiving advanced professional development in grant writing, scholarly research, and scholarship development. Subsequently appointed Provost's Teacher-Scholar Mentor (2010–2012), supporting the professional and scholarly development of faculty colleagues.

ENTREPRENEURIAL LEADERSHIP & CREATIVE INNOVATION

Fund My Squad | Co-Owner | Business Strategy, Product Development & Operations

FundMySquad.com

Provide entrepreneurial leadership for a digital fundraising and event-management platform serving schools, youth sports organizations, nonprofits, and community groups. Contribute to business-model development, product strategy, market positioning, strategic partnerships, and operations, supporting the development of an integrated platform for fundraising, event ticketing, donor engagement, and organizational growth.

The OPUS Collective | Founder & Developer

youtube.com/OPUScollective

Conceived and developed a culturally inclusive digital storytelling initiative connecting creative expression, identity, and educational practice with broader community audiences. As a certified digital storyteller, personally facilitated the creation of more than 150 student-produced multimedia narratives, with over 100 published on the initiative's YouTube channel with participants' permission.

YourCauseOrMine | Co-Creator & Co-Owner

yourcauseormine.com | youtube.com/YourCauseOrMine

Conceived and co-created a social-impact dating application connecting individuals through shared philanthropic interests, volunteer opportunities, and community engagement. Developed an innovative relationship-building model that reimaged traditional first dates as opportunities to volunteer, advocate, learn, or participate in meaningful causes, combining digital entrepreneurship with civic engagement and social responsibility.

CampusConnex | Co-Owner & Lead Instructional Designer | 2001–2006

Co-owned an educational technology venture that developed and implemented the sole institutional learning management system at Morehouse College. Led instructional design, project implementation and delivery, faculty and instructional designer training, user documentation, and contractor and vendor oversight.

GoodBooksLookup | Co-Creator & Co-Owner | 2019 - 2023

Conceptualized and co-created a profitable educational mobile application for iOS and Android supporting families participating in the nationally adopted Accelerated Reader literacy program. Led product conceptualization, user interface design, and visual design. QR-code scanning helped parents and students identify books aligned with reading levels, interests, and academic goals. Transformed an unmet educational need into a commercially successful application that generated profits for three years.

FACULTY LEADERSHIP, TEACHING & SCHOLARSHIP

Associate Professor (Promoted to Full Professor, Effective Fall 2017)

College of Education and Integrative Studies (CEIS) | Cal Poly Pomona | 2007 – 2017

Earned promotion and tenure while sustaining an active record of teaching and scholarship and serving as a founding faculty member of the university's independent Ed.D. program in Educational Leadership and as chair of the Education Department. Provided academic and curricular leadership across the Educational Multimedia, Educational Leadership, and teacher-credential programs and taught in the Ethnic and Women's Studies program. Advanced teaching and scholarship at the intersection of academic innovation, online and adult learning, instructional design, technology-enabled equity, inclusive pedagogy, student belonging and success, digital storytelling, and educational leadership.

Selected Contributions

- **Doctoral Program Conceptualization, Curriculum Development and Strategic Planning:** Served as a founding and core faculty member in the conceptualization, development, and institutional approval of Cal Poly Pomona's independent Ed.D. in Educational Leadership. Helped establish the Turning Schools Around thematic focus, engaged community stakeholders in program planning, authored four doctoral courses, and contributed to the self-support funding and student recruitment models. Subsequently served on the program's executive committee, taught doctoral leadership courses, and chaired doctoral dissertations. The program's doctoral degree production was instrumental in the university meeting Carnegie's research doctorate threshold and achieving R2 status in 2025.
- **Curriculum Development & Inclusive Digital Pedagogy:** Designed graduate and undergraduate courses addressing educational leadership, equity and advocacy, instructional technology, project management, online learning, and culturally responsive digital storytelling.

- **Graduate Research Mentorship and Scholarly Leadership:** Chaired two doctoral dissertations and 14 master's theses to completion, mentoring graduate researchers examining educational access, technology, curriculum development, identity, literacy, and student success.
- **Accreditation and Assessment Contributions:** Served on institutional accreditation writing teams, contributing to report development and documentation addressing WASC accreditation standards. Served on the college's NCATE (now CAEP) and California Commission on Teacher Credentialing (CTC) accreditation writing teams, contributing report narratives and supporting evidence addressing educator preparation standards.
- **Teaching Excellence & Institutional Recognition:** Received university recognition for excellence in teaching, scholarship, and innovative course design, including designation as a Provost's Teacher-Scholar and recognition on Cal Poly Pomona's Wall of COOL.

Teaching Areas (Graduate, Credential, and Undergraduate Courses)

Educational Leadership | Equity and Advocacy | Academic Innovation and Technology-Enabled Learning | Instructional Design and Project Management | Online and Blended Learning | Educational Multimedia Design and Production | Culturally Responsive Pedagogy | Web-Based, Virtual and Alternative Learning Environments | Technology, Culture, and Society | Digital Storytelling

Research and Scholarly Interests

Responsible AI and Academic Innovation | Institutional Strategy and Organizational Transformation | Online and Blended Learning | Faculty Development and Inclusive Pedagogy | Digital Equity and Accessibility | Data-Informed Student Success and the Intersections of Culture, Identity, Belonging | Digital Storytelling

EARLIER PROFESSIONAL EXPERIENCE

Instructional Design & Faculty Development Lead

Cal Poly Pomona | Pomona, California | 2005–2007

Created and led *Designing Online Learning-Centered Environments (DOLCE)*, a faculty-team course-redesign initiative for large-enrollment and bottleneck courses. Provided instructional-design consultation, emerging-technology research, program evaluation, and inclusive pedagogy-centered faculty development in partnership with the Faculty Center.

Research Faculty & Learning Management System Functional Lead

Georgia Institute of Technology (Georgia Tech) | Atlanta, Georgia | 2001–2005

Led cross-divisional integration of WebCT with SCT Banner, positioning Georgia Tech among the early institutions to automate LMS–student information system integration. Supported faculty research from project conceptualization and IRB review through mixed-methods data collection, analysis, reporting, and dissemination.

Graduate Programs Lecturer

Georgia State University | Atlanta, Georgia | 1999–2005

Taught graduate teacher-education courses for master's degree cohorts of Atlanta Public Schools educators, focusing on academic technology, digital productivity, technology-enhanced instruction, and student learning.

Student Success & Technology Program Lead, 100 Black Men of Atlanta

Atlanta, Georgia | 1998–1999

Led technology instruction, STEM program development, assessment, and grant writing for a college-pipeline program.

SELECTED GRANTS & SPONSORED INITIATIVES

- 2026** Concept Originator and Executive Sponsor, CSU Chancellor's Office Affordable Learning Solutions Grant | **\$20,000**
- 2025** Chair, Cal Poly Academic Affairs Implementation of the CSU Black Student Success Initiative | **\$245,000**
- 2022** Principal Investigator, Graduation Initiative 2025 Student Success and Faculty Development Award | **\$285,000**
- 2021** Principal Investigator, CSU Chancellor's Office Minigrant for HackHER Gals Cybersecurity Pipeline | **\$15,000**
- 2020** Principal Investigator, Amazon Web Services Cloud Grant for Community Gardens Data Sensor Research | **\$4,000**
- 2017** Grant-Writer, University-Awarded Student Success Funding | **\$88,000**
- 2017** Principal Investigator, Innovative Classroom Redesign | **\$42,000**
- 2017** Committee Member and Contributor, LA Compact | Introduced the reverse-transfer associate-degree strategy incorporated into the overall proposal that earned the California Governor's 2017 Award for Innovation in Higher Education | **\$1,000,000**
- 2016** Principal Investigator, Special Projects for Improving the Classroom Experience (SPICE) grant | **\$7,500**
- 2015** Co-writer, Integrated Teacher Education Program (ITEP) grant | **\$246,000**
- 2015** Co-Principal Investigator, Chancellor's Office 2015 student success action research grant | **\$150,000**
- 2011** Principal Investigator, College of Education and Integrative Studies Computer Labs Redesign Grant | **\$240,000**

PROFESSIONAL LEADERSHIP & SERVICE

Higher Education and System Leadership

- Member, Board of Directors, ACE Women's Network Southern California | 2024 – Present
- Campus Chair, CSU Black Student Success Initiative, Cal Poly | 2025 – Present
- Creator and Co-Chair, Cal Poly Black Student Success Initiative Advisory Council | 2025 – Present
- Chair, Advisory Council, ACE Women's Network Southern California | 2024 – 2026
- Member, CSU Cal State Innovate Advisory Council | 2022 – 2024
- Institutional Representative, Los Angeles Digital Equity Action League | 2015 – 2017
- President, Association of Black Women in Higher Education, Los Angeles Chapter | 2014 – 2016
- Vice President, Association of Black Women in Higher Education, Los Angeles Chapter | 2012 – 2014

Selected University Leadership

- Campus Leadership Team, CSU-Wide Student Success Leadership | 2024 – 2026
- Co-Chair, Associate and Assistant Deans Roundtable, Cal Poly | 2025 – 2026
- Co-Chair, University Leadership Council, Cal Poly | 2025 – 2026
- Member, Campus Integration Leadership Committee, Cal Poly-Cal Maritime Integration, Cal Poly | 2025 – 2026
- Sponsor, Center for Teaching, Learning and Technology Faculty Advisory Council, Cal Poly | 2025 – 2026
- Co-Chair, Black Thriving Initiative, Cal Poly Pomona | 2022 – 2024
- Co-Chair, University Data Governance Committee, Cal Poly Pomona | 2020 – 2022
- Co-Chair, Instructional Continuity Working Group, Cal Poly Pomona | 2020 – 2021
- Member, university strategic-planning committees and data-review groups, Cal Poly Pomona | 2012 – 2013
- Chair, university-wide eAdvising Software Selection and Acquisition Committee | Cal Poly Pomona | 2014 – 2015
- Core Member, Executive Committee for the independent Ed.D. in Educational Leadership, CPP | 2010 – 2012

Selected Professional Associations and Services

- American Association of Colleges and Universities
- American Association of University Administrators
- American Conference of Academic Deans
- EDUCAUSE (Reviewer)

SELECTED HONORS & RECOGNITION

- Led the team whose work earned recognition in the 2022 EDUCAUSE Horizon Report for excellence in data and analytics.
- HERS Leadership Institute Sponsorship | 2015
- Faculty Center Wall of COOL (Celebrating Outstanding Opportunities for Learning) Award | 2014
- Provost's Teacher-Scholar Recognition, California State Polytechnic University, Pomona | 2008

SELECTED ACADEMIC CONVENINGS, SYMPOSIA, & EVENTS ORGANIZED

- Chair, Cal Poly Inaugural AI Symposium, convening more than 400 participants from higher education, industry, the CSU, and the community | 2026
- Subcommittee Chair, Cal Poly AI Convening for Faculty, Staff, and Students | 2025
- Co-organizer and Facilitator, Cal Poly Pomona Inaugural Symposium on AI in the Classroom and Beyond | 2023
- Co-organizer, Black Thriving Initiative Launch Symposium, Cal Poly Pomona | 2022
- Founder and Lead Organizer of the 2022 HackHER Gals cybersecurity, STEM, and coding event introducing girls to computing and hands-on technology experiences, fostering early interest in STEM education and career pathways.

SELECTED INVITED PRESENTATIONS & KEYNOTES

- Keynote Address and Welcome, "You. Belong. Here.," 2026 CSU x AWS AI Summer Camp, Cal Poly DxHub, presented on behalf of the Office of the Provost, 2026.
- Benton, G., Cheng, S., Grassian, D., & Roby, T. Y. (2026, April 9). *When two becomes one: Opportunities and challenges with university mergers and integrations* [Conference presentation]. *ARC2026: Mission > Action > Impact*, WASC Senior College and University Commission, San Francisco, CA.
- Panelist and Consultant, Black, Flourishing, & Thriving, Black Research Institute for Flourishing & Thriving, 2023.
- Building Sense of Belonging: Helping Students Take Notice, Take Charge, and Graduate, International Conference on Learning, Teaching, and Student Success, 2016.
- Addressing the Recruitment and Retention of African American Students: An Academic Affairs and Student Affairs Partnership, College Board National Conference, 2012.
- Second Life for the First Time: Learning to Use a Virtual World on a Real Campus, EDUCAUSE Learning Initiative Annual Conference, 2008.

SELECTED PUBLICATIONS & INSTITUTIONAL REPORTS

- Grady, J., **Roby, T. Y.**, & Pickett, C. (2023). *Black Thriving Initiative annual report, 2022–2023*. Cal Poly Pomona. <https://www.cpp.edu/bti/img/bti-22-23-report.pdf>
- **Roby, T. Y.** (2017). Closing the gaps: Guiding students to take notice, take charge, and graduate. In *Proceedings of the 2016 International Conference on Learning, Teaching, and Student Success*.
- **Roby, T. Y.**, Ashe, S., Singh, N., & Clark, C. (2013). Shaping the online experience: How administrators can influence student and instructor perceptions through policy and practice. *The Internet and Higher Education*, 17, 29–37. <https://doi.org/10.1016/j.iheduc.2012.09.004>
- **Roby, T. Y.** (2010). Opus in the classroom: Striking CoRDS with content-related digital storytelling. *Contemporary Issues in Technology and Teacher Education*, 10(1), 133–144. <https://www.learntechlib.org/primary/p/32348/>
- **Roby, T. Y.**, & Dehler, C. M. (2010). What new teachers need to know about technology: A survey and recommendations for educational technologies integration in teacher preparation programs. In D. Gibson & B. Dodge (Eds.), *Proceedings of the Society for Information Technology & Teacher Education International Conference 2010* (pp. 1806–1813). Association for the Advancement of Computing in Education.
- **Roby, T. Y.** (2005, March). 17 tips for successfully including peer collaboration in an online course. *Online Classroom*, 4–5.
- **Roby, T. Y.**, & Hampikian, J. (2002). The student perceptions of an online materials engineering course. In *Proceedings of the 2002 American Society for Engineering Education Annual Conference & Exposition* (pp. 13175–13186). American Society for Engineering Education.