

My extensive leadership experience within the Council on Undergraduate Research (CUR) and beyond positions me as a strong candidate for the CUR Board Director role. As a previous CUR Division Representative, I prioritized advancing diversity, equity, and inclusion (DEI) initiatives by facilitating critical conversations and workshops designed to foster inclusive research ecosystems. One notable project involved co-developing a three-part workshop series with Tim O'Neil, Director of UROP and PACE at the University of Colorado Boulder, on "Practical Strategies for Inclusive Mentoring in Undergraduate Research" for the Nevada System of Higher Education (NSHE). This interactive virtual workshop introduced faculty, post-docs, and graduate students to the "why, what, and how" of culturally aware mentoring practices for undergraduates in STEM research. During my tenure as Undergraduate Research Programs Division Chair (2020–2023), I emphasized cross-divisional collaboration and revived CUR Conversations on topics such as mentorship best practices and creating sustainable undergraduate research offices. These efforts fostered knowledge exchange and strengthened connections across CUR's diverse community.

Additionally, I co-chaired CUR's Annual Conference Knowledge and Community Building Advisory Board with Dr. Winny Dong, Senior Director for Innovation and Grants at Cal Poly Pomona. Together, we led efforts to create dynamic spaces for knowledge sharing and professional growth at the 2022 ConnectUR Annual Conference. My contributions to CUR's Governance Redesign Task Force (2021-2023) further demonstrated my commitment to strategic progress. I assisted in modernizing CUR's governance structure to enhance its ability to execute strategic plans, ensure broad community representation, and create a sustainable leadership pipeline. Currently, as a member of the Leadership Development Prototype Working Group, we are assessing and refining the Nominations and Leadership Development Committee's prototype for a CUR Elected Leadership Development Pipeline. This ongoing work focuses on enhancing its design to build a robust and inclusive leadership framework for the organization.

Beyond CUR, my advisory board roles align closely with CUR's mission of fostering participation and excellence in education. As a member of the [Evaluating Conference for Diverse Engagement \(ECODIVE\)](#) Advisory Board, I provide guidance on addressing barriers to conference participation for underrepresented communities in ecology and environmental science. My role involves developing inclusive assessment tools, analyzing engagement data, and recommending equitable practices for hybrid and virtual professional spaces. Similarly, as a [Point Foundation](#) Education Advisory Board member, I support initiatives to empower LGBTQ+ scholars through programs that address unique challenges and foster inclusive learning environments. My work with the [American Camp Association's](#) Character at Camp Advisory Board further extends my expertise, where I contribute to integrating character development frameworks into youth programming. These roles collectively demonstrate my ability to apply inclusive leadership principles across diverse contexts to address barriers and foster equitable opportunities.

In my professional career, I have consistently demonstrated a commitment to equity, student development, and program innovation. At the University of Virginia, I expanded undergraduate research opportunities, particularly for first- and second-year students and increased faculty representation to better align with student interests. At Emory University, I led efforts that increased undergraduate research participation by 50% during the pandemic and developed the First-Year Research Experience (FYRE) program to promote equity in research through culturally aware mentoring practices. While at the Indiana Institute of Technology, I broadened the participation of students historically under-recognized in engineering and computer science by redesigning the Summer Bridge Program to build a sense of belonging for incoming first-year students. I also partnered with the IN-Louis Stokes Alliance for Minority Participation (LSAMP) program to provide research opportunities for upperclassmen. Currently, as Vice President of Quality Initiatives at the Indiana Afterschool Network (IAN), I lead statewide efforts to improve the quality of out-of-school-time programs, addressing systemic barriers and expanding access to underserved communities.

As a CUR Board Director, I would leverage my interdisciplinary expertise to champion initiatives that broaden access, cultivate diverse and inclusive research ecosystems, and ensure sustainable leadership pipelines. Drawing on my background as a Certified Diversity Executive and extensive experience in fostering cultural competency, I would bring an inclusive lens to board discussions and decision-making. My proven track record in fostering collaboration, developing innovative programs, and leading systemic change aligns seamlessly with CUR's mission to advance undergraduate research. I am eager to contribute to shaping CUR's vision for a more inclusive and impactful research community.

Timothy A. Raines, Ph.D., CDE®

EDUCATION

Doctor of Philosophy, Microbiology, 2017
University of Virginia – Charlottesville, VA

Master of Science, Biological and Physical Sciences, 2012
University of Virginia – Charlottesville, VA

Master of Science, Biology, 2010
North Carolina A&T State University – Greensboro, NC

Bachelor of Science, Biology, *summa cum laude*, 2006
North Carolina A&T State University – Greensboro, NC

CERTIFICATION

Certified Diversity Executive (CDE®), 2023
Institute for Diversity Certification – Indianapolis, IN

DEI in the Workplace Certificate, 2021
University of South Florida – Tampa, FL

PROFESSIONAL EXPERIENCES

Vice President of Quality Initiatives, 2023 – Present
Indiana Afterschool Network – Indianapolis, IN

- Overseeing the implementation and continuous evolution of IAN's quality strategy for out-of-school time (OST) programs across Indiana, leading to systemic improvements in individual programs and the broader OST framework.
- Orchestrating the mobilization of OST providers to participate actively in IAN's quality improvement system, ensuring a commitment to excellence and establishing a culture of ongoing development.
- Fostering enduring partnerships with key agencies and pioneered the development of new relationships, particularly in the OST sector, to bolster engagement with high-caliber programming and expand IAN's impact.

Director of Youth Programs and Multicultural Access, Success, and Outreach, 2022 – 2023
Indiana Institute of Technology – Fort Wayne, IN

- Spearheaded innovative academic programs within the out-of-school time landscape through a dynamic blend of strategic planning, leadership, and stakeholder engagement.
- Developed a robust assessment strategy, creating a data-driven framework that facilitated continuous program enhancement and future development while serving as a blueprint for informed decision-making.
- Garnered two grants from local community entities and corporate partners, totaling \$20,000, contributing to sustainable program growth and enhancement.
- Championed underrepresented students' interests, representing the programs at both campus-level and national committees to foster student diversity and cultivate partnerships with key academic and community stakeholders.

Senior Associate Director, Undergraduate Research Programs, 2019 – 2022
Emory University – Atlanta, GA

- Cultivated strong partnerships with senior administrators from diverse departments to lead, design, and execute academic programming, promoting interdisciplinary collaboration.
- Established a comprehensive data assessment program, encompassing both formative and summative evaluations, to generate vital insights that informed strategic priorities, implementation processes, and the continuous enhancement of participant experiences.
- Successfully implemented outreach strategies resulting in a noteworthy 50% surge in participant engagement, demonstrating the effectiveness of inclusive recruitment and retention efforts during the pandemic and after.
- Managed and monitored the program budget, effectively increasing it from \$250K to \$600K by demonstrating meticulous donor stewardship and astute resource management.

Assistant Director for Undergraduate Research, 2017 – 2019
University of Virginia – Charlottesville, VA

- Led and successfully scaled academic programs, driving a remarkable 150% increase in participant engagement, and fostering equitable access to opportunities.
- Implemented robust assessments and evaluations of the programs, while also quantifying diversity metrics, to foster continuous improvement and ensure inclusive growth across all program initiatives.
- Managed three (3) undergraduate research grant programs, leading the entire lifecycle from application intake and review processes to grant monitoring, and reporting to senior management.
- Administered academic and professional development events to support student research/career development.

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CONSULTING EXPERIENCE

CEO & Principal Education Consultant, 2017 – Present
Raines Consulting, LLC – Fort Wayne, IN

- Rendered transformative consulting services focused on mindset shifts and instigating systemic changes, further enhancing inclusion, diversity, equity, and access within educational establishments, professional associations, and individual entities.
- Facilitated clients in assessing and addressing institutional diversity, equity, and inclusion by custom-building effective strategies for organizational transformation and growth and supplementing this with developing and delivering research-centric solutions, along with essential tools and resources for successful implementation and monitoring.
- Delivered interactive and engaging learning experiences meticulously designed to foster self-reflection, enhance cultural humility, and bolster collegiality, contributing to the holistic development of the participants.

EDUCATIONAL COURSE DEVELOPMENT AND FACILITATION EXPERIENCE

Adjunct Faculty, 2023
Indiana Institute of Technology – Fort Wayne, IN

- Developed and designed a discussion-based capstone course focused on intersectionality and social change, utilizing an online platform for student engagement and collaboration.
- Created a comprehensive curriculum that guided students through critical reflections on their identities, power dynamics, and intersectionality's influence on social justice movements. Integrated various resources, including TED Talks and scholarly articles, to enhance student learning and understanding.

Adjunct Faculty Member, 2021 – 2022
Georgia State University – Atlanta, GA

- Delivered virtual instruction on principles of biology laboratory, guiding students in understanding the scientific method and key elements of an experiment such as hypothesis, variables, and control experiments.
- Facilitated a hybrid fundamental microbiology laboratory course, ensuring students learned and applied aseptic technique and adhered to safe laboratory practices.

Lecturer, 2020 – 2022
Emory University – Atlanta, GA

- Designed and developed the First-Year Research Experience (FYRE) course, a comprehensive program aimed at nurturing students' development in research skills and fostering a strong academic identity.
- Provided guidance and support as an educator and resource provider for first-year students enrolled in the STEM Pathways program, facilitating their transition to Emory University.
- Cultivated an inclusive classroom environment that fostered a sense of belonging and encouraged active participation and engagement among students.

Lecturer, 2017 – 2019
University of Virginia – Charlottesville, VA

- Strategically restructured the curriculum of an undergraduate research course, aligning it with the University of Virginia's 2017 Quality Enhancement Plan (QEP). This initiative aimed to enhance students' written competency and oral communication skills.
- Utilized backwards design methodology to meticulously identify and define key learning objectives and goals that harmonized with the curriculum requirements. Developed comprehensive assessment tools to effectively monitor and measure student progression throughout the course.

Adjunct Assistant Professor, 2012 – 2019
Piedmont Virginia Community College – Charlottesville, VA

- Developed and implemented comprehensive curricula in biology, incorporating innovative teaching strategies such as semi-flipped classroom models. This approach effectively enhanced student comprehension, competence, and confidence in the subject matter.
- Demonstrated proficiency in managing both asynchronous and synchronous learning environments, leveraging various learning management systems, including Blackboard and Canvas. Utilized communication technologies such as Zoom and Microsoft Teams to facilitate seamless student interactions and engagement.

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LEADERSHIP AND SERVICE

Character at Camp Advisory Board, Member, 2024 – Present

- Advise and support ACA staff in implementing the Character at Camp Initiative through the grant program, educational strategies, outreach & engagement, and research and evaluation.

Evaluating Conference for Diverse Engagement (ECODIVE) Advisory Board, Board Member, 2023 – Present

- Ensured the project's comprehensive assessment of factors influencing conference participation among individuals from underrepresented institutions by offering expert insights in critical areas, encompassing data collection instrument design, nuanced result interpretation, and optimal channels for the distribution of findings.

National Science Foundation (NSF) Racial Equity in STEM Education Panel, Grant Reviewer, 2023

- Evaluated and provided assessments for eight (8) proposal submissions for the NSF Racial Equity in STEM Education grant program and participated as a member of the virtual panel responsible for selecting grantees.

Memorial Park Middle School Steam Advisory Board, Board Member, 2022 – 2023

- Offered research-driven perspectives on the ongoing STEAM efforts at Memorial Park Middle School. Leveraged expertise to provide guidance for the integration of relevant learning experiences and technologies that will best serve the students.

Indiana Tech Strategic Retention Task Force, Member, 2022 – 2023

- Recommended and implemented impactful university-wide initiatives with a strategic focus on enhancing the retention rates of traditional undergraduate students, particularly first-year students.

Point Foundation Educational Advisory Board, Board Member, 2022 – Present

- Charged with advising the Chief Program Officer of the Point Foundation on the implementation of best practices in current LGBTQ education.

CUR Governance Design Task Force, Committee Member, 2021 – 2023

- Developed modernized governance recommendations for the Council on Undergraduate Research (CUR) Executive Board and General Council and streamlined a governance structure to enhance strategic plan execution and better represent the community CUR aims to serve.

CUR Annual Conference Knowledge and Community Building Advisory Board, Co-Chair, 2021 – 2022

- Co-led and orchestrated an engaging forum for knowledge exchange and community building in undergraduate research while ensuring the annual conference supports professional development, learning, and networking objectives in alignment with the CUR's strategic plan and values.

CUR Undergraduate Research Programs Division, Chair, 2020 – 2023

- Provided leadership to the division, fostering collaboration on impactful programming catering to faculty and administrators overseeing Undergraduate Research programs nationally.

University of Virginia's Inclusive Excellence Grant, Inaugural Selection Committee Member, 2021 – 2022

- Supported the University of Virginia's Inclusive Excellence Plan by developing the application and review process for proposals, successfully evaluating and awarding 10 proposals aligning with the plan's strategies and goals.

National Science Foundation (NSF) Graduate Research Fellowship Program (GRFP), Grant Reviewer, 2019

- Thoroughly assessed and delivered evaluations for Doctoral student proposal submissions within the context of the NSF Graduate Research Fellowship Programs (GRFP).

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- **LPI®: Leadership Practices Inventory® Coach®**, The Leadership Challenge®, A Wiley Brand, 2023
- **The Leadership Challenge® Self Empowered Trained Facilitator**, The Leadership Challenge®, A Wiley Brand, 2023
- **Essentials to Leadership Program**, Emory University, 2020
- **Trained Facilitator of Entering Research**, Center for the Improvement of Mentored Experience in Research, 2020

PROFESSIONAL ASSOCIATIONS

- **Institute for Diversity Certification (IDC)®**, Member, 2023 – Present
- **American Camp Association**, Member, 2022 – Present
- **Council on Undergraduate Research**, Division Representative, 2017 – Present

SELECTED INVITED PRESENTATIONS

Society for Research in Child Development Webinar, Invited Speaker, 2024

- Presented on “Empowering Mentorship for Diverse Doctoral Students: Culturally Informed Strategies.”

2022 IN LSAMP Annual Research Conference, Keynote Speaker, 2022

- Addressed the audience with a talk about life lessons learned along my journey as undergraduate researcher to earning my PhD.

Georgia Southern University Research Symposium, Keynote Speaker, 2022

- Pre-recorded two speeches with one being for faculty titled “Undergraduate Research: A Strategic Priority at Emory University” and the other talk for students titled “You are Something Magical.”

Point Foundation Community College Conference, Invited Speaker, 2022

- Presented on “Reimagining Imposter Syndrome” to LGBTQ community college students and BIPOC Scholars.”

2021 UVA Doctoral Diversity Dinner, Keynote Speaker, 2021

- Addressed the audience with a talk titled “How I got Over...” Insights on How I Navigated Graduate School and Beyond.”

Minority Access to Research Careers and Research Initiative for Scientific Enhancement Workshop, Facilitator, 2019

- Conducted two comprehensive four-hour workshops for 3rd and 4th year students, providing guidance on topics from crafting outstanding graduate school application packets to maximizing the first year of graduate school experience.

University of Virginia Identity Diversity and STEM, Invited Speaker, 2019

- Facilitated discussions with students on pursuing STEM advanced degrees and the benefits of undergraduate research for professional development.

University of Virginia Out for Stem Student Group, Invited Speaker, 2019

- Co-presented to Queer Voices in Stem students with a Career Center counselor on professional document development and obtaining research positions.

PUBLICATIONS

- **Raines, T.** (2024, September 1). Planting seeds of inclusion: Practical strategies for inclusive mentoring in camps. *Camping Magazine*. Retrieved from <https://www.acacamps.org/article/camping-magazine/planting-seeds-inclusion-practical-strategies-inclusive-mentoring-camps>
- Nakayama, J., **Raines, T.A.**, Lynch, K.R., Slack-Davis, J.K. (2015). Decreased peritoneal ovarian cancer growth in mice lacking expression of lipid phosphate phosphohydrolase 1. *PLoS One*, 10 (13), e0120071.
- Scalici, J.M., Thomas, S., Harrer, C., **Raines, T.A.**, Curran, J., Atkins, K.A., Conaway, M.R., Duska L., Kelly, K.A., Slack-Davis, J.K. (2013). Imaging VCAM-1 as an indicator of treatment efficacy in metastatic ovarian cancer. *J Nucl Med*, 54(11), 1883- 1889.

SELECTED PUBLISHED ABSTRACTS

- Gilbert, J., **Raines, T.A.**, Pierszalowski, S. (2024). Beyond Buzzwords: Upholding Undergraduate Research Practices Through Action, Not Words. Council on Undergraduate Research. ConnectUR 2024 Annual Conference.
- Cullaty, B.R., and **Raines, T.A.** (2019). The “Double Hoo” Award: Graduate and Undergraduate Partner Research Grant. Council on Undergraduate Research. Undergraduate Research Programs Division Conference (URPD).
- Hey, M., Cullaty, B.R., and **Raines, T.A.** (2019). Promoting Self-Reflection by Faculty in an Undergraduate Research Program: Mentor and Student Outcomes. Council on Undergraduate Research, Undergraduate Research Programs Division Conference (URPD).
- **Raines, T.A.**, Thomas, S., Lynch, K.R., Kelly, K., and Slack-Davis, J. (2013). LPA-dependent regulation of VCAM-1 in the ovarian cancer metastatic microenvironment and its impact on tumor seeding and mesothelial invasion. American Association of Cancer Research, Special Conference on Advances in Ovarian Cancer Research: From Concept to Clinic.
- **Raines, T.A.**, Gibo, D. Debinski, W. and Martin, P. (2010). The regulation of CD44 expression in malignant brain tumor cells. American Association of Cancer Research, Annual Conference.