

CALVIN J. HADLEY

Assistant Provost for Student Engagement and Academic Partnership

Howard University

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EDUCATION

Howard University , Washington, DC Doctor of Philosophy in Sociology & Criminology	Spring 2023
New York University, Robert F. Wagner School of Public Service , New York, NY Master of Public Administration, Public and Non-Profit Management	May 2011
Howard University , Washington, DC Bachelor of Arts, Political Science	May 2008

APPOINTMENTS

Howard University is a private, research-intensive historically Black university located in Washington, DC. With a student population of approximately 13,000 and approximately 1200 full time and adjunct faculty, Howard has a strong focus on leadership, truth and service for the national and global communities.

- Associate Provost for Student Engagement and Academic Partnerships, *2023 – Present*
- Interim Executive Director, Marriott Sorenson Center for Hospitality Leadership, *2023 – 2024*
- Senior Advisor to the President, *2014 – 2023*
- Inaugural Student Ombudsman, *2015 - 2018*

ADMINISTRATIVE LEADERSHIP EXPERIENCE

Howard University , Washington, DC	June 2023 - Present
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Assistant Provost for Academic Partnerships and Student Engagement

Member of the leadership team in the Office of the Provost, led by our Provost and Chief Academic Officer. Work in collaboration with university leadership, academic affairs leaders, faculty, students and external stakeholders. The portfolio for the position is a diverse set of responsibilities that includes:

Academic Partnership Cultivation and Management

- **Marriott-Sorenson Center for Hospitality Leadership:** Build out and hire team to run the Center's activities, including executive director, senior program manager and program coordinator. Liaise between external funder, university development team and Center's program team to ensure that all goals are met.
- **Howard Entertainment:** Advise program management team
- **Prince Georges Country Public Schools (PGCPS):** Develop and maintain partnership with PGCPS to recruit male students to Howard University. Create special engagements between Howard University male students and PGCPS male students to expose them to campus life, develop mentor/ mentee relationships and discuss ways to transcend some difficulties specific to male students in high school, college and beyond.
- **District of Columbia Public Schools (DCPS):** Develop and maintain partnership with DCPS to recruit male students to Howard University. Create special engagements between Howard University male students and PGCPS male students in the Empowering Males of Color Initiative, to expose them to campus life, develop mentor/ mentee relationships and discuss ways to transcend some difficulties specific to male students in high school, college and beyond.

Student Engagement

- Create the Men of the Mecca Initiative (MMI) to serve as an academic, social emotional and mental health resource for male students, faculty and staff.
- Developed quantitative survey to explore the needs of male students, faculty and staff.
- Facilitate the development of mentor/ mentee relationships between students and faculty or staff.
- Create “Brother We Need You” digital campaign in partnership with the Office of Enrollment Management to convert accepted students to admitted students.
- Serve as the Office of the Provost lead on all student grievances that have travelled through the appropriate avenues before arriving at the Office of the Provost for the final decision for academic grievances, suspension reviews, etc.

Howard University, Washington, DC

November 2023 – July 2024

Interim Executive Director, Marriott Sorenson Center for Hospitality Leadership

Served as the Marriott-Sorenson Center executive director to ensure program was successful while developing a new vision for the program and hiring a new program team. This portfolio included responsibilities that included:

- Completely reimagine the Center’s goals, format and direction, as the funder and university were not pleased with the original leadership (not hired by me) or direction of the program.
- Worked to create job descriptions, recruit and hire a new program team to fulfil the new mission and direction of the program.
- Managed \$1.5 million budget to ensure program was successful.
- Recruited, interviewed and accepted new cohort of Marriott-Sorenson scholars from around the country.
- Worked directly with funder to ensure all parties were aligned on program goals, format and direction.
- Successfully transitioned Center to new team while meeting all outlined goals by the university and the program funder.

Howard University, Washington, DC

October 2014 – June 2023

Senior Advisor to the President for Strategic Initiatives

Designed and implemented a shared-investment framework for crafting strategic initiatives and pipeline-development interventions to transform both student preparedness and organizational readiness for diverse talent. Leverage human centered design principles to push industry partners to identify and break down barriers to acquisition and promotion of Black talent, encouraging stakeholders to abandon assumptions and consider the full realm of the possible. Apply findings and data from academic research and industry leading practices to design and implement programs sponsored by the Office of the President in collaboration with students, faculty, alumni and other Howard University stakeholders.

Program/ University Office Creation and/or Development:

- **Marriot-Sorenson Center for Hospitality Leadership:** Cultivated and managed relationships with senior executives within Marriot International and the J. Willard and Alice S. Marriott Foundation to generate interest in and garner buy-in for a collaborative initiative to address pipeline gaps in hospitality leadership. Integrated industry best practices such as design thinking and customer experience principals to
- **Summer Institute in Computational Social Sciences (SICSS):** Cofounded Howard’s Summer Institute in Computational Social Sciences (SICCS) program alongside Mathematica. Howard’s SICCS program exists to seed and grow a depth of knowledge and appreciation for computational social science in underrepresented communities. The program brings together graduate students, post-doctoral researchers and beginning faculty interested in computational social science.
- **Howard West/ Tech Exchange:** Provided end-to-end leadership and execution support to pilot and launch *Howard West*. This partnership with Google is modeled to give minority students the opportunity to engage in projects that are framed in real-world application and develop skills that enable them to be work ready upon graduation. Mr. Hadley led research efforts, which identified gaps in technical interview skills among student candidates and insufficient psychological safety investments within the organization that inhibited acquisition and promotion of Black talent. The program well positioned to produce and appropriately place hundreds of Black leaders in the field of global technology. Howard West has received national recognition for innovation in addressing a lack of diversity in Silicon Valley.
- **Howard Entertainment:** Spearheaded the ideation, design, and launch of *Howard Entertainment*, a strategic partnership between Howard University and Amazon Studios that allows students to train and study alongside

entertainment executives. This program advances Howard's strategic goal to enhance academic excellence and inspire new knowledge. Howard Entertainment will create a pipeline of Hollywood talent that includes, and goes beyond, actors and performers. It is an interdisciplinary program that incorporates law, business, communications, and fine arts.

- **Bison STEM/ Karsh STEM Scholars Program:** Established the Karsh STEM Scholars Program (formerly the Bison STEM Scholars program) in 2017, under the leadership of the President and Provost, to address the need for more African Americans and other minorities to diversify the STEM community. Each year, the program attracts hundreds of competitive high school students who are interested in STEM careers. Selected scholars are awarded a full scholarship and are required to ultimately pursue a PhD or a combined MD-PhD within a STEM discipline. The creation of the Karsh STEM Scholars Program yielded the largest donation in the 150+ year history of Howard University -- \$10M from the Karsh Family Foundation, for whom the program is now named.
- **Office of Faculty Development:** Partnered with the Provost of the University to establish Howard's inaugural Office of Faculty Development, conducting a comprehensive needs assessment and managing resources to launch a transformative leadership program. The office was established to enhance and advance the development of programs for faculty throughout the university and to encourage faculty engagement and interdisciplinary collaborations.

Howard University, Washington, DC

October 2015 – December 2018

Student Ombudsman

- Created the Office of the Student Ombudsman at Howard University.
- Worked with undergraduate and graduate students to provide guidance, information, advice, referrals, and interventions as needed, academically and/or personally.
- Created cross-campus collaborations to increase organizational efficiency to assist in student matriculation
- Worked with students and executive administration to identify and remove systematic barriers to student success that were previously unaddressed.

PROFESSIONAL EXPERIENCE

The Institute for Responsible Citizenship, Washington, DC

September 2013- August 2014

Executive Director, Youth Scholar Academy (YSA)

- Created and executed comprehensive academic enrichment and college-prep program for high-potential high school males from disadvantaged backgrounds
- Developed performance metrics to evaluate and enhance program operations and improve participant outcomes
- Served as key external representative for The Institute and Youth Scholar Academy, guiding communications and interactions with diverse stakeholders ranging from prospective participants and families to philanthropic partners
- Built and maintained strategic partnerships with public, private, and non-profit organizations to support YSA's mission and direction
- Recruited and oversaw support staff, creating and implementing work plans to prioritize deliverables and manage work outputs

JP Morgan Chase & Co., New York, NY

August 2011- September 2013

Program Manager, The Fellowship Initiative

- Developed academic and experiential learning programming to strategically address the scholastic and psycho-social needs of urban adolescent males of color from low-income neighborhoods throughout New York City
- Initiated and managed partnerships with external organizations and individuals that supported the academic and professional development of program participants
- Formed and supported a comprehensive in-house mentorship program, leveraging the talent and cultural capital of employees from across the bank to provide each participant with an individualized mentorship experience
- Collaborated with each scholar to create individualized post-secondary, college, and scholarship planning guides
- Managed \$2M budget to support program administration and facilitate fiscal analysis

SELECTED COMMITTEE SERVICE AND LEADERSHIP

- Executive Council, Howard University Center for Women, Gender and Global Leadership, 2022 – *Present*
 - Co-chair, UN HeForShe Campaign, 2022 - 2023
- Co-chair, Howard University Sesquicentennial Committee, 2016 – 2017
- Member, University Strategic Taskforce to address Presidential Executive Orders, 2024 - *Present*

SELECTED PUBLICATIONS

Hadley, C., McMikens, T., Palmer, R.T., Thomas, M., Walker, L. (2025). *They Don't Really Care About Us: Ensuring a Better Connection Between Research, Policy and Practice to Ensure Success for Black Men in Higher Education*. Diverse Issues in Higher Education.

Hadley, C. (2023). *The Confidence to Step Forward: An Exploration of the Social Capital Characteristics of Black Students Who Participate in Professional Development Programs*. ProQuest Dissertations and Theses Global.

Hadley, C., Morgan, T. & Rigdon, M. (2016). JP Morgan Chase Foundation: *Fellowship to Improve Educational Outcomes for Young Men of Color*. In Wingard, J. & Lapointe, M., *Learning for Life: How Continuous Education Will Keep Us Competitive in the Global Knowledge Economy*. American Management Association