

KRYSTAL E. ANDREWS

EDUCATION

- Doctor of Philosophy**, Educational Policy and Organizational Leadership *Dec 2022*
Area of Concentration: Higher Education
University of Illinois at Urbana-Champaign
- Master of Science in Education**, Higher Education *May 2012*
Area of Concentration: Student Affairs Administration
Old Dominion University
- Bachelor of Science**, Human Services *May 2009*
Minor: African American Studies
Old Dominion University

PROFESSIONAL EXPERIENCE

Graduate Research Assistant *Aug. 2018-Aug. 2021*
Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign, Champaign, IL

- Work closely with Director and Program Coordinators to create and implement deliverables for the Bill and Melinda Gates Foundation funded Equity Conscious Community College Pathways (EC₃P) grant, the Lumina Foundation Advancing Racial Justice and Equity Outcomes in Community Colleges grant, and the Council for the Study of Community Colleges
- Draft and develop documents used to engage potential grant participants
- Work closely with Program coordinator and other office staff to plan logistics and curriculum for the Engaging Equity Fellows convenings and report development
- Work closely with Associate Director and Communications Coordinator to develop the Equity Speaks: Stories of Culturally Sustaining Practices in Education podcast series

Assistant Director, Student Pathways and Academic Formation *Aug. 2017- Aug. 2018*
Office of Academic Engagement, Norfolk State University

- Worked closely with Associate Vice Provost and Director to create and implement the Freshman Orientation experience, AGOGE Week
- Worked closely with the Learning Communities Coordinator to create and implement co-curricular activities for the Meta-Major Learning Communities
- Assisted in the logistical management of the Spartan Seminar course series
- Maintained the gradebook and all manual input of progress grades for 1200 students within Spartan Seminar 101, 102, and 201
- Created and implement the event series, “#Food4ThoughtThursdays” for Meta-Major Learning Community Students
- Worked closely with Spartan Pathway faculty to insure the timely grading of Meta-Major Learning Community assignments
- Co-supervised the Meta- Major Learning Communities Graduate Assistant
- Served as the first line of assistance for Spartan Seminar course series to resolve all student issues in a timely fashion

Director, Student Outreach and Retention *Sept. 2016- Aug. 2017*
College of Education, Florida A&M University, Tallahassee, FL

- Worked closely with Associate Deans, Student Services, and Faculty to create and implement student success initiatives and activities
- Developed a college wide retention plan
- Created and maintained virtual experiences for students via social media platforms: Facebook, Instagram, Twitter, Snap Chat, Pinterest, and YouTube
- Developed and coordinated professional development workshops with the Office of Student Teaching for student interns
- Chaired the college’s recruitment and marketing committee to develop and implement a college recruitment plan and recruitment schedule.

KRYSTAL E. ANDREWS

- Created and implemented college programming such as: The Rattler Closet, Dessert with the Dean, Women's History Month Lecture Series, and the Professional Development Workshop Series
- Served as the College Communications Network Liaison
- Developed curriculum and recruit students for the College of Education Living Learning Community
- Served as the founding college sponsor for the College Student Advisory Board

Retention Coordinator

April 2015- Sept. 2016

College of Education, Bowie State University, Bowie, MD

- Coordinated retention activities with the Dean of Education in conjunction with the University and College retention plans
- Analyzed and maintain student specific data related to the College of Education and student mid-term performance
- Developed and coordinated professional development workshops with the Director of Field Experiences for student interns
- Met and worked with at-risk/ academic probation students of sophomore, junior, and senior status
- Worked closely with the University Academic Advising Center to transition students at the appropriate stage of their academic plan progression from the Center to the College
- Developed course content and taught education specific Freshman Seminar sections
- Provided referrals to students for appropriate campus resources when needed
- Coordinated summer orientation advising for transfer student population

Senior Program Coordinator

July 2012- Apr. 2015

Illinois Academic Enrichment and Leadership Program (I-LEAP), College of Applied Health Sciences, University of Illinois at Urbana- Champaign, Champaign, IL

- Coached and advised a caseload of 182 program participants from underrepresented populations on a bi-weekly basis
- Promoted the development of academic study skills amongst I-LEAP students through intrusive one-on-one and group student interactions (e.g. time and stress management, test taking tips, test anxiety, academic integrity, etc.)
- Supervised two Graduate Assistant Mentors and other I-LEAP program staff
- Supported students in career exploration, graduate school searches, and volunteer and research opportunities
- Coordinate and manage the I-LEAP P.E.E.R Mentorship Program and Chi Alpha Epsilon National Honor Society
- Developed Curriculum and taught I-LEAP Mentorship and Leadership courses
- Created and developed all I-LEAP program marketing
- Managed I-LEAP programming budget
- Coordinated I-LEAP social and community service events
- Conducted program evaluation and interpret program data
- Evaluated student records and determine academic probation action as the College Liability Officer
- Managed and coordinated the AHS college-wide volunteer tutoring program
- Served as a liaison between the College of Applied Health Sciences and other campus units such as Office of Multicultural Student Affairs and the Access and Achievement Program
- Recruited new students through admissions events, programs and workshops

PROFESSIONAL AFFILIATIONS AND SERVICE

ACPA-College Student Educators International

- 2019-Present Volunteer Engagement Co-Chair, Pan African Network
- 2016-2018 Executive Secretary, Pan African Network
- 2012-2015 Co-Chair, Social Committee, Pan African Network

ASHE- Association for the Study of Higher Education

- 2020- Council for Ethnic Participation Pre-Conference Planning Sub-Committee
- 2019-Program Reviewer and Session Chair
- 2018-Present, Student member

NACADA- The Global Community for Academic Advising

- 2015-2016 Technology Chair, Region 2 Conference Planning Committee

KRYSTAL E. ANDREWS

CONFERENCE PRESENTATIONS

- 16th International Congress of Qualitative Inquiry Urbana, IL May 2020
Session Title: Defining "Success" In Higher Education Through Multiple Theoretical and Experimental Contexts (Accepted)
- The Council for the Study of Community Colleges Tempe, AZ April 2020
Session Title: How Community College Practitioners Support Racially Minoritized Students and Advance Racial Equity
- ACPA-College Student Educators International Nashville, TN March 2020
Summit for Black Student Affairs Professionals Pre-Conference Emerging Mid-Level Professional Panelist
- Virginia Student Services Conference Wintergreen, VA Nov. 2011
Session Title: Is Critical Mass Really Critical? (Panelist)

PUBLICATIONS

- Andrews, K. E. (Co-Host) & Georges, Jr., C. T. (Co-Host).** (2021, April 22). *Equity speaks: Culturally sustaining stories in Black student activism* [Podcast]. University of Illinois at Urbana-Champaign Office of Community College Research and Leadership.
- Andrews, K. E. (Co-Host) & Georges, Jr., C. T. (Co-Host).** (2020, June 9). *Equity speaks: Culturally sustaining practices across institutional type* [Podcast]. University of Illinois at Urbana-Champaign Office of Community College Research and Leadership.
- Andrews, K. E. (Co-Host) & Georges, Jr., C. T. (Co-Host).** (2020, February 17). *Equity speaks: Culturally sustaining practices on race for a better campus climate* [Podcast]. University of Illinois at Urbana-Champaign Office of Community College Research and Leadership.
- Andrews, K. E.** (2019, December 22). *Democracy's college: Implicit bias and policy practices in higher education.* [Podcast]. University of Illinois at Urbana-Champaign Office of Community College Research and Leadership.
- Andrews, K. E. (Co-Host) & Georges, Jr., C. T. (Co-Host).** (2019, November 1). *Equity speaks: Culturally sustaining wraparound student support services* [Podcast]. University of Illinois at Urbana-Champaign Office of Community College Research and Leadership.
- Andrews, K. E. (Co-Host) & Welton, A.J. (Co-Host).** (2019, October 1). *Equity speaks: Culturally sustaining pedagogy* [Podcast]. University of Illinois at Urbana-Champaign Office of Community College Research and Leadership.
- Andrews, K. E.** (2019, July 8). *Equity speaks: Culturally sustaining stories in leadership* [Podcast]. University of Illinois at Urbana-Champaign Office of Community College Research and Leadership.