

# Tadarrayl M. Starke, Ed. D.

## EDUCATION

Doctorate in Higher Education – Florida State University, Tallahassee, FL	May 2019
Master in Higher Education – Florida State University, Tallahassee, FL	April 2010
<ul style="list-style-type: none"><li>• Earned Certificate in College Teaching</li><li>• Earned Certificate in Institutional Research</li></ul>	
Bachelor of Arts Degree in Psychology – Florida State University, Tallahassee, FL	May 2003
<ul style="list-style-type: none"><li>• Minor in African American Studies</li><li>• Graduated Cum Laude &amp; Phi Beta Kappa</li></ul>	

## PROFESSIONAL EXPERIENCE

<b>Director &amp; Department Chair</b> Florida State University – Center for Academic Retention and Enhancement <i>Tallahassee, FL</i>	December 2011 – Present
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### Budget

- Manage and allocate Department E&G/Institutional funds from the Division of Student Affairs and Division of Undergraduate Studies (over \$1.2 Million in FY 2019) and supplemental grant & development funds (over \$1.5 Million)
- Manage annual Summer Bridge Program internal and external funding (\$2.2 Million)
- Serve as Chief Grant Writer for Department & Principle Investigator of all Local, State, and Federal Grants
- Created initial & edited subsequent College Reach-Out Program, Upward Bound Program, Student Support Services (SSS), & SSS-STEM budgets
- Assist with fundraising/development initiatives for CARE, Division of Undergraduate Studies, & Division of Student Affairs
- Develop E&G (State-funded) budget requests for the Division of Undergraduate Studies and Division of Student Affairs
- Develop facility and technology funding requests to University administration

### Supervision/Collaboration

- Serve as a member of the Student Affairs Leadership Team & Division of Undergraduate Studies Director's Team
- Serve as a member of the University's Enrollment Management Task Force
- Supervise over 300 staff members, including 24 full-time staff members, teaching faculty, graduate assistants, tutors, OPS/part-time personnel, and work-study students
- Manage/Supervise CARE Pre-Collegiate, Academic Advising/Coaching, Engagement, Financial Aid, Tutoring, and Unconquered Scholars Staff
- Develop partnerships with University partners to connect students to academic and developmental resources
- Developed FSU High School Partner Program in conjunction with FSU Administration, Office of Admissions, & Office of Financial Aid to increase recruitment/enrollment of traditionally underrepresented and low-income students to FSU

### Advising/Programming/Assessment

- Assess Department procedures and student success factors to increase retention of post-secondary students
- Serve as designer and content management for Department website
- Established Department social media accounts and serves as social media manager
- Restructured Department to increase student engagement efforts among traditionally underrepresented student
- Advise student organizations and culturally based Honor Societies (DuBois Honor Society & Hispanic Honor Society)

### Enrollment Management/Financial Aid

- Review and give decisions on admissions applications
- Develop recruitment and targeted enrollment efforts for first-generation students
- Develop supplemental applications and participation agreements for underrepresented student applicants
- Develop recruitment brochures, flyers, presentations, and social media campaigns
- Manage student eligibility/awarding for institutional CARE Grant to increase student success (\$52 Million investment)
- Establish summer financial aid budgets for the Office of Financial Aid & works to ensure students accurately awarded
- Monitor student financial aid and accounts payable accounts to ensure accuracy and decrease student attrition issues

**Associate Director for Academic Programs**

June 2011 – December 2011

Florida State University – Center for Academic Retention and Enhancement

Tallahassee, FL

**Budget**

- Assisted with allocation of Division of Student Affairs and Division of Undergraduate Studies E&G Budgeting for CARE
- Created & edited College Reach-Out Program & Upward Bound Program budgets

**Supervision/Collaboration**

- Management/Supervision of CARE Academic Program Staff of over 50 staffers (Summer Bridge Program, Tutorial Lab, Tutors, Academic Advising, Financial Aid, & Graduate Assistants)
- Interim Supervision of Pre-Collegiate Program Staff and Volunteers
- Management/Supervision of Pre-Collegiate Staff for CROP University Experience and Upward Bound Summer Programs

**Advising/Programming/Assessment**

- Served as Advisor for students on Academic Improvement Plans (AIP)
- Advised CARE-connected Registered Student Organizations
- Reorganized CARE to connect Academic Support Systems with Academic Assistance Programs
- Evaluated Department procedures and student success factors to increase retention of post-secondary students and restructure department to increase student engagement efforts among traditionally underrepresented students

**Program Administrator/Department Director**

July 2009 – June 2011

Tallahassee Community College (TCC) – Take Stock in Children/College Reach-Out Program

Tallahassee, FL

**Budget/Grant Writing**

- Directed department budget comprised of 7 fiscal accounts totaling nearly \$300,000 annually
- Managed fiscal responsibilities for pre-collegiate institutional consortium (TCC, Flagler College, Florida A&M University, Gulf Coast State College, and Chipola College)
- Developed & submitted grant proposals, performance reports, and final reports to local, State, & Federal governments
- Managed \$4 million TCC Foundation scholarship fund for students enrolled in postsecondary institutions throughout FL

**Supervision/Collaboration**

- Managed student success department comprised nearly 600 traditionally underrepresented students in 3 school districts
- Established and maintain partnerships with 18 community agencies in which TSIC/CROP students can participate
- Supervised all full-time, part-time, instructional, and work-study staff (13 staff members)
- Served on Student Affairs Leadership Team

**Advising/Programming**

- Developed/managed summer transition academies for high school students to provide testing, remediation, and supplemental education in core academic subjects
- Advised graduating high school seniors and first-year college students enrolled at Tallahassee Community College identified as first-generation
- Developed curriculum and materials for workshops and TSIC/CROP college prep courses
- Developed multimedia and audiovisual presentations for TSIC/CROP, including production of Take Stock/CROP organizational brochures and flyers, develop and plan newsletters and calendars for student activities
- Recruited potential new TSIC/CROP students meeting economic and educational requirements

**Adjunct Professor**

August 2010 – May 2011

Tallahassee Community College (TCC) – College Success (SLS 1510: Academic Support Division)

Tallahassee, FL

**Instruction/Teaching**

- Provided instruction to students requiring 2 or more remedial courses at TCC
- Developed lesson plans for course materials
- Administered and evaluated departmental assessment of students
- Served as Faculty Advisor for students enrolled in course

**Academic Coordinator/Student Advisor**

January 2004 – July 2009

Tallahassee Community College (TCC) – Take Stock in Children/College Reach-Out Program

*Tallahassee, FL***Programming/Advising**

- Coordinated all academic activities to include recruitment, training, placement, and support of tutors for over 500 traditionally underrepresented in higher education middle and high school students enrolled in the program
- Monitored student success, and assisted low-performing students in finding resources for improvement
- Conducted personal school/home visits, coordinated events, created summer/weekend workshops, developed college financial aid presentations
- Served as advisor to 250 graduating high school seniors, as well as 80 freshmen college students enrolled at TCC
- Developed multimedia and audiovisual presentations for TSIC/CROP, including production of Take Stock/CROP organizational brochures and flyers; developed and planned newsletters and calendars for student activities

**Grant Writing**

- Assisted in development/submission of grants proposals and performance reports for TCC, Flagler College, Florida A&M University, Gulf Coast Community College, and Chipola College
- Secured over \$3 million from 2005-2009

**Pre-Collegiate Program Consultant**

October 2007 – December 2007

Florida A&amp;M University – College Reach-Out Program

*Tallahassee, FL*

- Assisted with development of program curriculum and goals for at-risk, minority, and first-generation students
- Created operational budgets for state funding
- Assisted with development of technological infrastructure for case management of 200 students
- Developed grant proposals for outside funding agencies

**Recreation Leader/ Interim Assistant Supervisor/Volunteer Coordinator**

September 2001 – January 2004

Lawrence-Gregory Community Center at Dade Street

*Tallahassee, FL*

- Directed at-risk youth to resources to acquire academic and personal goals
- Created & maintained academic support program for socioeconomically disadvantaged middle & high school students
- Maintained daily records of activities and participation, data entry, filing, and customer service
- Maintained a daily schedule of activities for citizens of community
- Recruited and coordinated over 150 volunteers
- Instructed Conflict Resolution and Self-Esteem Workshops
- Supervised part-time staff; Input payroll records

**Professional Accomplishments****Recruitment/Enrollment**

- Developed FSU High School Partner Program in conjunction with FSU Administration, the Office of Admissions, & Office of Financial Aid to increase recruitment/enrollment of historically underrepresented students to FSU
- Developed Duval County Pre-Collegiate Programs to serve partner school students with preparing for higher education
- Increased completed applications from underrepresented students by 235% since 2013 to 3,767 completed applications (+2,643 applications)
- Increased FSU's Summer Bridge Program enrollment from over 300 to over 400 students annually
- Achieved a 99.8% summer to fall retention rate of participants of the Summer Bridge Program
- Established CARE Guides & Delegates system to increase community engagement, recruitment, and matriculation of first-generation students to FSU
- Partnered to redevelop CARE Family Orientation for first-generation students with FSU's New Student & Family Programs
- Helped establish FSU Tech Fellows program with the Center for Research & Academic Endeavors (CRE) to increase minority participation in technology-related careers

## Retention/Graduation

- Increased FTIC First-Year Retention from 89.6% in 2011 to 95% in 2018
- Increased 6-year graduation rate (2012 Cohort – 80%, FSU graduation rate: 83%)
- Achieved 97.1% rate of students in good academic standing
- Helped create Unconquered Scholars Program to support students from foster care, homeless, ward of the State, or relative care backgrounds
- Achieved 85% 6-year graduation rate of Unconquered Scholars 2012 cohort
- Redesigned lateral admissions system to expand underrepresented student enrollment into CARE network of services
- College Life Coaching – Achieved 94.9% second to third year retention of Coached students (historically, 84%)

## Grantwriting/Development

- Successfully secured over \$8 Million in external funding since 2011
- Successfully returned TRIO Student Support Services (\$1.1 Million) to FSU after a 5-year absence in 2016
- Secured TRIO Student Support Services-STEM program (\$1.1 Million) in 2016

## COMMITTEES/PROFESSIONAL AFFILIATIONS

Florida State University Experiential Learning Task Force	November 2019 – Present
FSU Experiential Learning Task Force Subgroup – Equity & Access Chair	November 2019 – Present
Harvard’s Leading for Student Success in Higher Education Participant	July 2019
2019 NASPA Closing the Achievement Gap Conference Committee Member	September 2018 – July 2019
Florida State University Business Intelligence (Data) Power User Committee Member	September 2017 – Present
National Association for the Education of Homeless Children and Youth Board Member	July 2017 – August 2019
Florida State University Division of Undergraduate Studies Scholarship Committee	May 2017 – Present
Southeastern Association of Educational Opportunity Program Personnel, Member	September 2016 – Present
Florida Association of Educational Opportunity Program Personnel/Tri-State	September 2015 – Present
FSU “Think 15” (Moving Students Towards Timely Graduation) Committee	August 2015 – Present
NASPA - Student Affairs Administrators in Higher Education	October 2012 – Present
FSU Enrollment Management Committee	December 2011 – Present
W.E.B. DuBois National Honor Society Board of Directors, Regional Vice President	June 2011 – Present
Florida State University Diversity & Inclusion Strategic Planning Subcommittee	June 2017 – December 2017
Florida State University 100% Engagement Committee	March 2017 – June 2017
Florida State University Pell Metric Committee	November 2016 – May 2017
Florida State University Division of Student Affairs Vice President Search Committee	October 2016 – March 2017
National Academic Advising Association Member (NACADA)	October 2011 – September 2016
Tallahassee Urban League Black on Black Crime Prevention Task Force	January 2002 – May 2015
Association for Institutional Research	January 2009 – January 2015
Fostering Achievement Fellowship Leadership Team, Tallahassee Community College	March 2009 – June 2011
Association of Florida Colleges (formerly FL Association of Community Colleges)	September 2007 – June 2011
Tallahassee Community College Career Center Board of Directors	September 2010 – May 2011
Tallahassee Community College Bookstore RFP Development/Selection Committee	September 2010 – April 2011
Florida Higher Education Alliance for Alcohol & Substance Abuse Prevention	August 2009 – December 2010

## PRESENTATIONS

National Council for Community and Education Partnerships (NCCEP) Capacity-Building Workshop – Preparing Students for Successful Transitions to Postsecondary Education & Employment (Panelist)	February 2020
Florida State University President’s Council on Diversity & Inclusion – CARE’s System of Student Support & Engagement of Traditionally Underrepresented Populations	November 2019
NODA Webinar – From Start to Finish: An Overview of a Collaborative Approach to Support FGEN Student Success	November 2019
NASPA Conferences on Student Success in Higher Education – CARE: An Expansive Approach to Support First-Generation & Underrepresented Students	June 2019

NASPA Conferences on Student Success in Higher Education – Florida State University’s Summer Bridge Program: Bridging FGEN Students to Success	June 2019
NASPA Closing the Achievement Gap – CARE: An Expansive Approach to Support First-Generation & Underrepresented Students	June 2018
EAB ConnectEd Conference – Supporting First-Generation Students Beyond the First Year	October 2017
Center for Leadership & Social Change Mentoring Institute – How to Navigate Campus through Mentorship: The First-Generation College Student (Co-Presenter)	December 2015
Florida Department of Education – Managing and Collaborating with Multiple Academic Support Programs (Co-Presenter)	October 2014
State of Colorado GEAR UP – Effective Management of College/Community Pre-Collegiate Programming Partnerships	March 2011
Florida Office of Program Policy Analysis & Government Accountability – Efficient Use of Grant Funds for Student Support with Take Stock in Children	March 2011
House Higher Education Committee Presentation – Legislative Request for Public Benefit and Need for Increased Funding for Florida Prepaid Project STARS & Take Stock in Children	February 2011
Florida Senate Higher Education Presentation – State Allocation of Funds to Take Stock in Children and Its Return on Investment	February 2011
Florida House of Representatives, PreK-12 Committee – Presentation on State Allocation of Funds to Take Stock in Children and Its Return on Investment	February 2011
Florida State College at Jacksonville – Successful Partnerships with College, Community, and Educational Organizations: Effective Management of a Combined Pre-Collegiate Program at Tallahassee Community College	December 2010
Take Stock in Children Board of Directors – Successful Partnerships with College, Community, and Educational Organizations: Effective Management of a Combined Pre-Collegiate Program at Tallahassee Community College	October 2010

### ORGANIZATIONS ADVISED

FSU Hispanic Honor Society	Fall 2019 – Present
Black Excellence at Florida State University	Fall 2017 – Present
W.E.B. DuBois Honor Society	Fall 2011 – Present
Take Stock in Children Alumni Alliance	Fall 2012 – Spring 2017
Student Support Services Mentoring Organization	Summer 2011 – Spring 2012

### RECOGNITIONS

Hardee Fellow for Leadership & Ethics in Higher Education, Florida State University	October 2009; 2011 - 2019
Phi Beta Kappa, Florida State University Chapter	April 2003
Dr. Martin Luther King, Jr. Community Involvement Award, Florida State University	January 2002
President’s Service Award, President George W. Bush	December 2001
African American Achiever, Jim Moran Family Enterprises	April 1999