

# Marco J. Barker, MBA, Ph.D.

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CliftonStrengths: [Strategic](#) – [Analytical](#) – [Deliberative](#) – [Relator](#) – [Responsibility](#)

## DIVERSITY LEADER AND STRATEGIST

A seasoned professional with 18+ years of experience of providing professional and leadership development, strategic planning, and operational and inclusive excellence support for corporate, higher education and non-profit organizations. With an engineering and higher education background, my approach focuses on defining excellence, operationalizing strategies guided by OpEx, and building capacity among teams to cultivate equity-minded and inclusive work environments. Examples of work can be at: **barkerdiversity.com/portfolio**.

- Serving as chief diversity officer at the C-Suite level and collaborating with executive colleagues
- Designing and delivering professional learning experiences
- Addressing bias in the workplace
- Infusing DEI in the attracting, recruiting, and selecting diverse talent
- Supporting employee resource and affinity groups
- Developing cultural awareness programs
- Leading strategic planning and setting goals across the organization
- Implementing operational excellence
- Conducting data analysis and creating annual reports
- Representing the organization on DEI matters
- Building relationships with external stakeholders and community leaders
- Building relationships with diverse colleges and universities and recruiting students

## PROFESSIONAL EXPERIENCES

### Senior Diversity Officer/Vice Chancellor for Diversity and Inclusion (Apr 2019 – Nov 2024)

#### Senior Advisor, Office of the Chancellor (Nov 2024 – Jan 2025)

University of Nebraska-Lincoln, Lincoln, NE. As the inaugural vice chancellor, I served as part of the C-suite leadership team with responsibilities for overseeing the organization's central **diversity, equity, and inclusion strategy**, organizational and professional **learning and development** offerings and modalities, and partnerships with Human Resources and Compliance Office to support employee identification, recruitment, and retention through **diversity recruitment** training, employee resource group support, and **climate issues response**. I engaged in **fundraising** and grant development for special projects and inclusion initiatives and **outreach and relationship building** with community leaders and organizations.

### Associate Professor of Practice, Educational Administration (Apr 2019 – current)

University of Nebraska-Lincoln, Lincoln, NE. Advancing academic and inclusive excellence, as well as professional learning, through: **Teaching and Curriculum Development:** Designing, developing, and teaching graduate-level courses focused on leadership, operations, and organizational development in higher education. **Doctoral Student Support:** Serving on doctoral students' dissertation committees, providing mentorship, and guiding students through the research and writing process to ensure high-quality scholarly contributions. **Research and Scholarship:** Advancing the field of higher education by producing impactful research, publishing in peer-reviewed journals, and actively participating in academic conferences. **Grant and Proposal Development:** Identifying and pursuing research and grant opportunities that contribute to innovation and best practices in higher education, with a focus on areas such as student success, faculty development, and staff support.

**Select accomplishments**

- Creation of a central diversity infrastructure responsible for enterprise-wide DEI efforts—including DEI office, support team, newsletter, leadership council, and expanded website.
- Diversity strategic planning with approximately 85% of units and academic areas with developed diversity strategies and the tracking of organization diversity strategic aims.
- Management of \$2M+ budget for DEI personnel, operations, programs, and initiatives and 12 FTE staff
- Data-driven engagement through annual State of Diversity event and data dashboards.
- Oversight of diversity learning and education that now reaches over 200 participants annually.
- Co-created a support mechanism with compliance office and student affairs to respond to bias and climate issues.
- Served on committee that established a chosen name and gender identity policy that allows for more accurate gender identity markers and technological streamlining of name changes.
- Secured funding for implementation of diversity ambassadors and training program to strengthen search processes and education, which directly supported 35 searches in a two-year period.
- Formulation of community roundtable with over 50 community organizations represented.

**Warner Music Global DEI Consultant**

*Warner Music Group, February 2022 – December 2022.* As a member of WMG's Institute Faculty, I was charged with providing **DEI training and development** to a broad range for employee levels—including C-Suite, **advised global diversity officer** and other DEI and HR business partners on DEI strategies toward innovation, learning, and action and remaining **current on contemporary challenges** of and approaches to diversifying the workforce from hiring to retention. <https://www.deiinstitute.wmg.com>

**Select accomplishments**

- Descriptive statistical (quantitative) analysis of workforce and climate data for different market areas.
- Development of program and project recommendations based on workforce, climate, and equity data—working with market presidents and human resource executives.
- Presentations and reports of key findings across enterprises (14 markets), including international markets, which contributed to WMG ESG Report.

**Diversity Strategy Consultant**

*Barker Diversity Consulting, LLC, April 2016 – Current.* As a strategist, I support organizations in developing **DEI learning experiences** and assessing their diversity practices, programs, and policies, facilitate **employee and leadership development**, and advise on **enterprise-wide DEI strategies and infrastructure** for building, advancing, and sustaining DEI efforts, initiatives, programs, and hiring and retention practices. [Barkerdiversity.com](http://Barkerdiversity.com)

**Select accomplishments**

- Consulted 10+ organizations across varying industries, including aviation, banking, education, healthcare, and music industry.
- In the last five years, have engaged over 100 front-line, middle managers, and senior-level/c-suite executives in diversity and inclusion education (e.g., bias, diversity in hiring, cross-cultural mentoring, anti-racism, inclusive leadership).

### Associate Vice President for Diversity, Equity & Inclusion and Chief Diversity Officer

Westminster College, Salt Lake City, UT, September 2016 – February 2019. As chief diversity officer, I represented the organization on DEI matters and provided organization-wide leadership for diversity initiatives. This included developing **programs and workgroups** and new **employee onboarding education**, building **relationships with community affinity groups** (e.g., Hispanic Chamber of Commerce, Human Rights Campaign, African American Chamber of Commerce), overseeing diversity **strategic planning** for the organization, conducting **diversity trainings and workshops** (e.g., bias in the workplace, creating inclusive work environments, and leadership and diversity), and working with private donors, corporate foundations, and grant organizations. **Westminstercollege.edu/diversity**

#### Select accomplishments

- Created of a year-long diversity dialogue series.
- Provided new employee onboarding and orientation DEI segment.
- Formulated an organization-wide diversity strategic plan and facilitated the creation of diversity plans for 14 units.
- Managed and increased funding for DEI lecture series (\$25K foundation grant) and organization's MLK Celebration.
- Developed a new awards program to recognize organization and community members making DEI impact.
- Developed annual community diversity breakfast for community partners and leaders.
- Led bias awareness campaign committee to formulate a reporting process and media campaign.

### Sr. Director for Education, Operations, and Initiatives for Diversity & Multicultural Affairs in the Division of Workforce Strategy, Equity, and Engagement Clinical Assistant Professor, College of Education

University of North Carolina at Chapel Hill, NC, September 2012 – September 2016. In this chief-of-staff type role, I researched, designed, implemented and coordinated **diversity and inclusion education for employees and students**, formed strategic partnerships across the organization, and **managed and monitored operations** and strategic planning. I also worked with key groups, including **employee resource groups** and developed **external relations** and alumni engagement. **Diversity.unc.edu**

#### Select accomplishments

- Supported bias cases for climate issues outside the burden of proof for EEO discrimination and Title IX sexual discrimination and harassment.
- Managed and monitored operations for \$1.5M budget.
- Co-planned major events, including a national health equity research webcast (hybrid) reaching over 1,000 viewers and the MLK program with an audience over 900 people.
- Co-created a diversity in STEM conference.
- Co-hosted a recognition event with employee affinity groups.
- Created an annual DEI symposium, which hosted over 200 employees annually.
- Designed and co-facilitated 5-10 diversity in hiring trainings per year.
- Represented the office with local and global delegations.
- Successfully oversaw the rebranding of diversity office marketing and publication materials.
- Elevated the organization's DEI awards.
- Successfully expanded a success program for men of color (25-30 students), resulting in higher engagement and graduation rates compared to peer group. This also included creating an outreach program for middle school boys (200+ attendees).

## Director of Educational Equity for the Office of Equity, Diversity & Community

Louisiana State University, Baton Rouge, LA, August 2006 – September 2012. As director I worked with academic and professional units to develop strategies and practices to increase diversity among workforce, oversaw **communications** and **fiscal control of accounting**, served as point of contact for foundation for **diversity outreach** funding, delivered **diversity workshops and seminars** for specific groups and organizations, worked closely with **affinity groups, commissions, workgroups, and employee resource groups**, and promoted greater access and recruitment of students and employees through establishing and maintaining relationships with other colleges and specifically minority serving institutions. [Lsu.edu/diversity](http://Lsu.edu/diversity)

### Select accomplishments

- Working with communications, developed a national hiring campaign advertisement.
- In partnership with human resources, offered a diversity in hiring workshop across the organization.
- Launched a fundraising campaign for minority male success, resulting in an endowed award (\$20K).
- Creation of a three-part diversity series.
- Designed and organized outreach and engagement strategy to attract and recruit diverse graduate students and employees.
- Forged relationships and partnerships with five (5) historically Black colleges and universities (HBCUs).
- Co-founded a leadership enrichment program to support Black males success (20-25 participants every year) and created an outreach program for middle school boys of color (over 200 participants).
- Reviewed and utilized EEO/Affirmative Action reports.
- Participated in the development of supplier diversity initiative.

## Southwestern Bell and SBC Services, Incorporated, January 2001 – July 2004

### Cost Analysis and Regulatory Manager

Cost Analysis and Regulatory Manager (January 2003 – July 2004), St. Louis, MO

Analyzed company-wide financial, payroll, and accounting records to produce labor rates and labor factors, as they affect pricing. Provided regulatory support for commission cases and inquiries. Performed labor analysis on current and forecasted rates for cost models and other departments. Researched past and current labor contracts to accurately recover employee-related benefits and wage in cost models.

### Outside Plant Design Engineer

Outside Plant Design Engineer (January 2001 – December 2002), Little Rock, AR

Designed copper cable routes for outside facilities (subdivisions and businesses). Configured land layouts for cable routes, providing cost estimates for projects. Negotiated system plans and designs with business developers and construction managers. Developed budget for construction projects. Mentored summer engineering intern.

## EDUCATION

### **Doctor of Philosophy, Educational Leadership and Research**

*Louisiana State University and Agricultural & Mechanical College, Baton Rouge, Louisiana*

### **Master of Business Administration**

#### **HR Core Courses: HR Law, Staffing and Selection**

*Webster University – Metro Campus, Little Rock, Arkansas*

### **Bachelor of Science, Industrial Engineering**

*University of Arkansas, Fayetteville, Arkansas*

## CERTIFICATIONS, SPECIAL TRAINING, AND AWARDS:

- Academic Leadership Institute, 2024, *University of Michigan and Wash University in St. Louis*
- Tribal Engagement Training (Completion), *University of Nebraska-Lincoln, NE*
- Qualified Administrator, Intercultural Development Inventory, 2018
- Cultural Competence Consultant, *National Center for Cultural Competence, Georgetown University*
- Goodman Fellow, Class of 2016, *Leadership Triangle, Raleigh, NC*
- Leadership Utah Class of 2018, *Salt Lake Chamber of Commerce, Salt Lake City, UT*
- Utah Forty Under 40, *Utah Business*

## WORKSHOPS AND SEMINARS:

- Infusing Diversity in Your Mission
- Working Across Differences
- Culture and Communication
- Diversity in Hiring
- Diversity in the Workplace
- Diversity for Supervisors
- International Student Engagement
- Creating Safe Spaces for LGBTQ Inclusion

## ORGANIZATIONS AND AFFILIATIONS:

American Association of Colleges and Universities Board of Directors (2024 – current). National Association of Diversity Officers in Higher Education Membership Committee (2022 – current). NCAA Board of Governors Committee to Promote Cultural Diversity and Equity (2020 – 2023). Lincoln Community Foundation Board (2020 – current). City of Lincoln Forward Community Planning (2019 – 2021). Big Ten Academic Alliance Senior Diversity Officer Group (2019 – current). Leadership Utah Class of 2018. University of Arkansas Libraries Campaign Arkansas Committee (2017 – 2019). KeyBank Utah Advisory Board (2017 – 2019). Association for the Study of Higher Education, National Conference on Race and Ethnicity in Higher Education – National Advisory Council (2015 – 2019). Capitol City Family Health Center Board (2010-2012), Alpha Phi Alpha Fraternity, Inc. (Lifetime Member), Arkansas Alumni Association (Lifetime Member), Arkansas Black Alumni Society

**SELECT PRESENTATIONS and KEYNOTES**

2024, May. *Diversity as Talent Wealth*. Panelist. Lincoln Commission on Human Rights Civil Rights Pre-Conference. Lincoln, NE.

2022, October. *Inclusive Leadership: Going Beyond the Checklist*. Speaker. American Marketing Association Lincoln Chapter. Lincoln, NE.

2022, May. *Navigating the Future of Staff*. Panelist. Big Ten Academic Alliance Student Success Forum. Big Ten Conference Center, Chicago, IL.

2021, November. *Identifying Ways to Live BOLD*. Keynote. Mutual of Omaha Black Employee Resource Group Leadership Summit. Mutual of Omaha. Virtual.

2018, May. *Stand Against Racism / Stand for Equity*. Panelist. Salt Lake County's Council on Diversity Affairs Human Rights Subcommittee and the Mayor's Office of Diversity & Inclusion. Salt Lake City, UT.

2015, October. *Diversity & Inclusion in Information Technology*. Panelist. Information Technology Services Conference. University of North Carolina at Chapel Hill, NC.

2015, August. *Diversity and Inclusive Excellence in Higher Education*. Presenter. University Leadership Education and Development (ULEAD) Program. University of North Carolina at Chapel Hill, NC.

**For additional details, publications, information, and qualifications, visit [barkerdiversity.com](http://barkerdiversity.com).**