

# Brian Edwards

---

Gender Pronouns: he, him, his, they, them, their  
P: (917) 776-2025 • E: brian@brianjamesedwards.com

## EDUCATION

- Doctor of Education in Higher Education Administration, New England College, NH, 5/2019 (Expected)
- M.S.Ed. in Higher Education Administration, Baruch College, CUNY, NY, 5/2009
- B.F.A., Marymount Manhattan College, NY, 6/2002

## AFFILIATIONS/ORGANIZATIONS

- Project Living Out Loud, Advisory Board Member, 5/2015 – 5/2016
- SAVE of Essex County, Rape Care Advocates Prevention Coalition Board Member, 6/2014 – 11/2015
- Educators Training Institute, LGBTQ+ Educator/Consultant, 5/2014 – 8/2017
- Association of College Unions International (ACUI), member, 9/2012 - Present
- National Association of Student Personnel Administrators (NASPA), member, 9/2012 – Present
- Theta Delta Sigma Society, Inc. 10/2015 – Present
  - National Director of Communications (Elect) 1/2018 – 1/2020
- Consortium of Higher Education LGBT Resource Professionals, member, 1/2009 - Present
  - Mid-Atlantic Region Representative, 5/2014 - 6/2015
  - LGBTQ Center Professional Standards of Practice Committee, Present

## PROFESSIONAL EXPERIENCE

### University of Connecticut, Storrs, CT

Director of the Rainbow Center (8/2017 – Present)

#### *Administrative Highlights*

- Serve as primary contact for students, faculty, and staff concerning LGBTQ matters, reporting to the Associate Vice President and Chief Diversity Officer
- Provide leadership, vision, and direction for the Rainbow Center and directs the day-to-day operation of the center
- Proactively and collaboratively develops and implements plans, programs, and activities that educate and motivate members of the University community to embrace an understanding of LGBTQ concerns
- Supervise one professional staff, one graduate student, 16 paid student workers, and volunteers/interns
- Serves as an executive level strategist responsible for guiding efforts and creating substantive programs to define, assess and promote LGBTQ educational issues, employment opportunities, and cultural proficiency
- Leads, encourages, and works cooperatively with University departments, faculty, staff, and students to improve recruitment and retention of LGBTQ students and in creating and retaining a diverse workforce
- Develops, in conjunction with senior academic and administrative leaders, programs to maximize institutional strengths and respond to identified needs in order to maintain an intentional and sustained focus on achieving inclusive excellence for the LGBTQ community
- Works collaboratively with other cultural center directors addressing matters of cultural unity/inclusion

#### *Advocacy and Education Highlights*

- Currently developing 3 University guides: 1 to assist managers, supervisors, and colleagues in creating affirming workplace environments for transgender employees, 1 to assist faculty members in creating inclusive classroom spaces for transgender students, and 1 for transgender community members on navigating the University campus and its policies
- Consulted with the department of residence life on how to best support LGBTQ students in housing and am currently working with them to update gender inclusive housing policies, protocols, opportunities for community building, and forms
- Currently working with regional campus directors to identify LGBTQ issues and needs and strategizing plans for programming and trainings for their students, faculty, and staff

- Currently working with graduate assistant to revise our safe zone training program and our diversity of gender training program
- Currently working with Facilities and the Office for Institutional Equity to identify and unify all gender bathrooms and signage for the entire University, including regional campuses
- Led workshops for the staffs of the Office of Residence Life and the Foundation Office on LGBTQ terminology, identity development models, and best practices for inclusion

#### *Support Services Highlights*

- Provide oversight of peer facilitators for various identity-based affinity discussion and support groups
- Support graduate assistant who oversees our FAMILLEE mentor program
- Support students, faculty, and staff in crisis including but not limited to victims of sexual harassment/assault, rejection from family or friends, academic and career concerns, mental health issues, etc.
- Support university and local community members in referral services

#### *Community Engagement and Programming Highlights*

- Currently reviving the LGBTQA Alumni Affinity Group and LGBTQ Employee Resource Group
- Worked with various campus partners to host a daylong metanoia for dialogues around race
- Worked with campus partners to host a vigil for victims in Charlottesville
- Worked closely with student staff to coordinate programs for National Coming Out Day, Transgender Day of Remembrance, and others
- Planning to establish signature LGBTQ programs at the University beginning in 2018 for Transgender Visibility Week, Bisexual Visibility Week, Asexual Awareness Week, and HIV/Aids Awareness Week, Ally Week, and Coming Out Week
- Working with True Colors to host the annual True Colors Confernce at UConn this spring
- Re-established the Berdon Scholarship including its criteria and requirements and will be awarding two students this academic year

### **Montclair State University, Montclair, NJ**

Assistant Director of the Office of Equity and Diversity (10/2015 – 8/2017)

Coordinator of the Lesbian, Gay, Bisexual, Transgender, Queer Center (10/2012 – 8/2017)

#### *Administrative Highlights*

- Successfully positioned Montclair State University as a national leader in LGBTQ student services through meeting and exceeding benchmarking standards
- Serve as the LGBTQ specialist and consultant to all areas/units of the campus community on education and policy development initiatives
- Directly supervise, develop, assess, and mentor student volunteers, graduate-level interns, and part-time staff members, and manage the day to day functions/operations of the LGBTQ Center
- Design promotional materials, websites, and marketing materials for the LGBTQ Center and the Office of Equity and Diversity (and the Center for Student Involvement, previously)
- Manage \$43,000 budget and oversee an LGBTQ Foundation account
- Developed a volunteer-based Peer Education program with multiple leadership opportunities to develop and engage undergraduate and graduate level student volunteers personally and professionally in the areas of one-on-one support, group support and services, social and cultural event coordination and programming, curriculum development, teaching, facilitation, and customer service
- Responsible for the vision and strategic planning of the LGBTQ Center
- Assist in the development of strategic plans for the Office of Equity and Diversity, the Women's Center, and the Center for Faith and Spirituality
- Currently developing a Peer Education program for the Office of Equity and Diversity

#### *Advocacy and Education Highlights*

- Successfully removed trans exclusions from the student health insurance plans at Montclair State University, Kean University, The College of New Jersey, and Rowan University (June 2015)
- Developed a Speaker's Bureau and undergraduate-level student education team to develop curricula and lead workshops for the campus community on areas of LGBTQ+ identities, intersectionality, multiculturalism, anti-racism, social justice, etc.
- Design and personally facilitate trainings and workshops on a plethora of topics/issues including

but not limited to power and privilege, anti-racism, social justice, allyship, LGBTQ identities and issues, multiculturalism, intersectionality, sexual assault, and bystander intervention for all audiences of our campus community and the larger Northern NJ region

- o Designed and currently lead a 4-hour, intensive Safer Space training program
- o Serve as advocate and panelist for student conduct hearings
- o Currently working with all areas of the Office of Equity and Diversity and the Student Government Association, Inc. to create a multicultural student council

#### *Support Services Highlights*

- o Developed a mentorship program in the LGBTQ Center which is currently under revision to increase student success and retention through collaborative efforts with the Office of Equity and Diversity, the Women's Center, and the Center for Faith and Spirituality
- o Created a peer-to-peer facilitation program to support students via drop-in clubs and groups. Some include: Men's Group, Womyn's Group, Transcending Boundaries, Beyond Binaries, Queer People of Color, Montclair Aces, LGBTQ+Athletes, Q-munity, & Coming Out Group
- o Provide oversight and coordination of gender inclusive housing on campus in collaboration with the Office of Residence Life including management of applications, waiting lists, placements, retreats, mediations, assessment, and resident assistant appointments
- o Co-facilitate a weekly therapy group with Counseling and Psychological Services for students who are questioning their gender and/or sexuality
- o Serve on the following committees: Middle State Accreditation Self-Study: Standard IV, Threat/Student Assessment Team, Suicide Prevention, Crisis Assessment Response and Education (CARE) Team, Bias Response Task Force, UNITY Committee, Advisory Council on Alcohol and Other Drugs, President's Commission of Affirmative Action, Equal Opportunity and Diversity, Advisory Board for LGBTQ Studies Minor, LGBTQ Advisory Board & the LGBTQ Employee Resource Group

#### *Community Engagement and Programming Highlights*

- o Increased programming by 138% in the first year of appointment
- o Worked closely with students and the Office of Greek Life to colonize Theta Delta Sigma at Montclair State - our first gender inclusive, LGBTQ+ focused multicultural fraternal organization on campus, and the first chapter for the state of NJ)
- o Developed an LGBTQA Alumni Affinity Group with the Office of Alumni Relations
- o Coordinate extensive programming events for annual Diversity Week celebrations
- o Oversee and develop programming for national LGBTQ observances and holidays
- o Introduced and established the following observances at the institution: Transgender Visibility Week, Bisexual Visibility Week, Asexual Awareness Week, and HIV/Aids Awareness Week in addition to increasing successful programming and visibility for preexisting weeks such as Ally Week and Coming Out Week
- o Professionally staff and co-coordinate campus-wide events including Red Hawk Frenzy, Homecoming, Spring Week, Greek Week, New Student Orientation, Accepted Students Days, Open Houses, Commencement, Diversity Week, etc.
- o Worked with external organizations such as LAMBDA Legal, OUT Professionals, Marriage Equality USA, GLSEN, United for Marriage, Garden State Equality, GLAAD, Hudson Pride, The Pride Center of NJ, Princeton University LGBT Center, The Center for Social Justice Education and LGBT Communities at Rutgers University, Planned Parenthood, PFLAG, etc. on collaborative programming and other initiatives for our communities
- o Developed Lavender Graduation and grew our Pride Awards Ceremony to recognize outstanding members/departments of our campus community

#### **Fashion Institute of Technology, NYC, 4/2008 - 10/2012**

Counselor for Evening/Weekend Degrees & Precollege Programs

##### *Administrative Highlights*

- o Managed the day-to-day functions of the Center for Evening/Weekend (E/W) and Precollege Programs and supervised interns, temporary staff and work study students
- o Managed all student tracking data, applications, and enrollment for 11 E/W degree programs and worked closely with department chairs to schedule E/W degree course requirements each term
- o Researched FIT's part-time degree program from its origin in 1955-2011 for the Aslanian Group's research project for FIT's administration, and created historical catalog archive for the division

- Assisted director with enrollment management of Precollege Programs for middle and high school students and provided faculty, student, and administrative support
- Managed, coordinated, and designed marketing/promotional materials and all office correspondences to students, faculty, and staff
- Coordinated and hosted 18 annual Orientation/Advisement events for new/transfer E/W degree students, 13 annual on-campus and online Information Sessions for prospective E/W students, and participated in 5 Precollege Orientation events, 4 SCPS Open Houses, and 4 Advisement/Registration events annually
- Served on the President's Diversity Council and steering committee for Strategic Planning and Campus Climate (with Susan Rankin & Associates). Other committees included the Grants Committee (which helped to establish Safe Zone Training on campus), the FIT Orientation Committee/New Student Success Series Committee, the SCPS Web & Social Media Marketing Committee (chair) and the SCPS Call Center Committee (chair)
- Developed, designed and maintained all Precollege Programs and E/W Degrees webpages and manage all content/editors of School of Continuing and Professional Studies website
- Created and manage the first blog for SCPS for Precollege Programs which showcases the experiences of FIT's high school population, courses and faculty (over 75,000 readers)
- Developed/Maintain first Facebook/Twitter pages in SCPS for Precollege Programs and E/W Degrees, and acted as consultant to FIT's Office of Admissions and other areas in SCPS for social media applications/use

*Advocacy and Support Services Highlights*

- Collaborated with all areas of the campus community on E/W student advocacy
- Assisted students in the removal of obstacles and issues (registration issues/holds on accounts/obtaining lockers, etc.) and counseled students on course selection
- Acted as sole liaison and 1-stop-shop providing student support and services to E/W population on behalf of the college as well as individual academic departments
- Developed FIT's first webinar for prospective commuter students

**Institute of Audio Research, NYC, 9/2004 – 4/2008**

Assistant Director of Career Services

*Administrative Highlights*

- Managed day-to-day functions of the Office of Career Services
- Met overall department placement and average salary targets on an annual basis
- Responsible for the placement and record keeping of all students
- Created and compiled data into an Annual Placement, Retention, and Completion Report, which was submitted to the national Accreditation Commission of Career Schools and Colleges of Technology
- Worked closely with the School Instructors, Deans, Student Services Department, and Career Services colleagues for up-to-date strategies to create new job opportunities via programming, telemarketing, mailings, personal visits to employers, events, and referrals to existing employer base to improve enrollment and retention
- Assisted with curriculum development for Industry Practicum course

*Advocacy and Support Services Highlights*

- Liaison between graduates and human resource departments in the audio industry
- Counseled students and provided advice on resumes, career goals, and interviewing
- Created and coordinated career-based events both on- and off-campus

**TEACHING/INSTRUCTION**

**University of Connecticut, Storrs, CT, 8/2017 – Present**

Adjunct Faculty

- UNIV 1820: LGBTQIA+ Identity, Representation, and Visibility  
This course introduces students to the spectrum of diversity of gender identities and expressions, and sexual orientations through facilitated discussions, interactive activities, reading, and media. Students become familiar with strategies in creative research and idea development specifically in cultural and political contexts.

- UNIV 2500: Gender, Sexuality & Community  
Gender, Sexuality and Community is a weekly lecture and discussion series with guest scholars, community activists, and educators from assorted disciplines examining diverse topics. Each semester offers a broad sampling of the existing research, current activism and best practices that may include public health, business, higher education, family, military, science, K-12 education, immigration, literature, politics, law, community organizing, history, violence, counseling, therapy, sports, romance, policy, and many other areas. The unique weekly composite of lecture attendees and guest speakers allows for a multidisciplinary learning experience. Together, the class and the community will critically investigate and explore the relationship among gender, sexuality and community.

### **Montclair State University, Montclair, NJ, 8/2013-Present**

Adjunct Faculty – Gender, Sexuality, and Women’s Studies

- GLQS 100: Introduction to Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Studies  
The 3-credit course introduces students to current research in the study of LGBTQ+ individuals, relationships, and communities, and the social construction framework for analyzing contemporary gendered identities, sexualities, and the discourses and practices that maintain them.

Adjunct Faculty – General Education

- GNED 199: New Student Seminar  
This 1-credit course is designed to ensure the academic success of first year students by providing them with the tools they need to make informed decisions regarding their academic, personal, ethical, and career choices

Guest Lecturer – Academic Affairs

- ELAD 670: Diversity Issues in Higher Education, Education Leadership/Higher Education Master’s Program – Spring 2017
- COUN 653: LGBT Issues in Counseling, Counseling Master’s Program – Summer 2013, 2014, 2015, 2016, 2017
- PSYC 120: Psychology of Leadership for Emerging Leaders: Theory and Application, Psychology – Fall 2015
- COUN 595: Multicultural Counseling and Development, Counseling Master’s Program – Spring 2015
- HLTH 290: Human Sexuality, Public Health – Spring 2015
- CMST 405: Persuasion & Transmedia Campaign, Communication Studies – Fall 2014
- COUN 654: Counseling Internship, Counseling Master’s Program – Spring 2014
- SASE 452: Teaching for Learning III, Teacher Education Program – Spring 2014
- FCST 400: Senior Seminar, Family and Child Studies Department – Fall 2013

### **City University of New York - Baruch College, NYC, 9/2008 – 12/2010**

Instructor – Coordinated Undergraduate Education

- Freshman Seminar  
The course aims to provide students with the necessary tools to become self-directed learners by exposing them to on-campus resources, academic success strategies, and an opportunity to explore preliminary career plans. Structured class exercises and out-of class enrichment experiences encourage participation and provide an avenue for interactions with the students.

## **CONFERENCE PLANNING**

- Inaugural Social Justice Conference at Montclair State University (Conference chair), March 2017
- 14<sup>th</sup> Annual LGBTQA College Leadership Conference (Registration co-chair), October 2016
- 2016 Safe[r] Space Conference at Montclair State University (Conference chair), February 2016
- 13<sup>th</sup> Annual LGBTQA College Leadership Conference (Conference chair), November 2015
- 2015 Safe[r] Space Conference at Montclair State University (Conference chair), March 2015
- 2014 Safe[r] Space Conference at Montclair State University (Conference chair), March 2014
- 12<sup>th</sup> Annual LGBTQA College Leadership Conference (Marketing chair), November 2013
- 2013 Safe[r] Space Conference at Montclair State University (Conference chair), March 2013

## **INVITED PRESENTATIONS & SPEAKING ENGAGEMENTS**

Edwards, B. (2016, June). *Standing up for our kids*. Panelist for an event hosted by North Jersey Pride, Glen Ridge,

NJ.

Edwards, B. (2016, May) *Supporting LGBTQ+ students: Allyship, best practices, & tips to creating a gay/straight alliance*. Presented to K-12 teachers, principles, and counselors in Northern NJ through the Educators Training Institute, Lodi, NJ.

Edwards, B. (2015, December). *LGBTQ+ youth in schools: Terminology basics*. Presented to the Kearny School District through partnership with the Montclair State University Network for Educational Renewal.

Edwards, B. (2015, December). *Creating safe[r] spaces for LGBTQ students: An introspective workshop for counselors and educators*. Presented to K-12 teachers, principles, and counselors in Northern NJ through the Educators Training Institute, Lodi, NJ.

Edwards, B. (2015, November). *The future of our movement: Beyond marriage equality*. Plenary session panel moderated at the 13<sup>th</sup> Annual NJ LGBTQA College Leadership Conference, Montclair, NJ.

Edwards, B. (2014, October). *They're here, they're queer, they're first year college students*. Presented at the 5th Biennial State Conference on Campus-Wide Initiatives for First-Year Success & College Completion, New Jersey Association of New Student Advocates, Atlantic City, NJ.

Edwards, B. (2014, October). *Creating safe[r] spaces for LGBTQ students: An introspective workshop for counselors and educators*. Presented to K-12 teachers, principles, and counselors in Northern NJ through the Educators Training Institute, Lodi, NJ.

Edwards, B. & Pinto, S. (2014, September). *The 'a' word: Asexuality and the romantic spectrum*. Poster presentation, presented at the Inaugural National Conference of the Association for Lesbian, Gay, Bisexual, Transgender Issues in Counseling, New Orleans, LA.

Edwards, B. & Montenegro, A. (2014, June). *Lavender leaders: A pilot program in peer to peer LGBTQ education*. Panel presentation presented at the 46th Annual National Conference of the American Association of Sexuality Educators Counselors and Therapists, Monterey, CA.

Edwards, B. & Gary, S. (2014, March). *I am a male survivor of intimate partner violence...please help me!*. Presented at the 2014 National Conference of the National Association Of Student Personnel Administrators, Orlando, FL.

Edwards, B. & Coleman, C. (2014, March). *QUEERING your competency: Combating homophobia & heterosexism through student programming*. Presented at the Long Island GLBT Services Network's 19th Annual Long Island GLBT Conference, Long Island, NY.

Edwards, B. (2014, March). *Working with LGBTQ survivors of sexual violence*. Presented to SAVE of Essex County of the Family Justice League, Montclair, NJ.

Edwards, B. (2013, November). *QUEERING your competency: Combating homophobia & heterosexism through programming*. Presented at the Association of College Unions International regional conference, Montclair, NJ.

Edwards, B. (2013, October). *Understanding and working with LGBTQ youth & families*. Presented to Court Appointed Special Advocates for Children of Passaic County, Wayne, NJ.

Edwards, B. (2012, September). *After I do*. Keynote address for the LGBT Marriage Forum hosted by the New York City LGBT Community Center, New York, NY.

Edwards, B., Privitere, T., & Hill, K. (2012, August). *It gets better but better is no longer good enough*. Keynote presented for Diversity Day at Montclair State University, Montclair, NJ.

## **SKILLS/SOFTWARE**

PC & Mac Proficient, Microsoft Office Suite, Microsoft FrontPage, OrgSync, Adobe Photoshop, Wordpress, Adobe Lightroom 3, Banner, Hyperion, Diamond D, RedDot, Terminal 4, Social Media, PeopleSoft, Workday

## AWARDS

- OUTstanding Advocate of the Year, Montclair State University, 5/2017
- Outstanding Greek Advisor of the Year, Montclair State University Greek Life, 5/2016
- Best of the Best Top 30 List of LGBTQ-friendly Colleges & Universities, Campus Pride, 8/2016
- Best Colleges for LGBTQ Students, Best Colleges (Ranked 18), 8/2016
- Best LGBT Friendly Colleges and Universities, College Choice (Ranked 26), 8/2016
- Fellowship Award, Student Development and Campus Life Vice President's Red Ribbon Awards, Montclair State University, 8/2015
- Best of the Best Top 25 List of LGBTQ-friendly Colleges & Universities, Campus Pride, 8/2015
- Best LGBT Friendly Colleges and Universities, College Choice (Ranked 26), 8/2015
- Best Colleges for LGBTQ Students, Best Colleges (Ranked 18), 8/2015