

Chelsia Ivey Douglas

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Joseph R. Biden Jr. School of Public Policy and Administration
University of Delaware, Newark, Delaware

Education

University of Delaware – Newark, DE

Expected: May 2025

Doctor of Philosophy (Ph.D.), Public Policy and Administration

Joseph R. Biden Jr. School of Public Policy and Administration

“Social Construction for Societal Success: A Critical Examination of Paternalism at Delaware State University”

Committee: Sarah Bruch (advisor), Roderick Carey, Domonique Baker, Devona Williams

University of South Alabama - Mobile, AL

Master of Public Administration (MPA)

May 2021

Bachelor of Arts, History with a minor in Political Science

December 2018

Research Areas

Higher Education Policy and Administration; Historically Black Colleges and Universities; Critical Race Theory; Civic Engagement and Education; Program Evaluation; Community Engaged Research

Research and Service Experience

Co-chair, UD Student Voting and Civic Engagement Committee

Fall 2023- Present

- Collaborates across seven (7) campus departments and organizations to cultivate a civically engaged campus through nonpartisan educational programming.
- Leads strategic planning and execution of civic programs, research, and communications targeted towards the student body at large, and specific populations.
- Serves as graduate mentor of the UD Chapter of the National Association for the Advancement of Colored People (NAACP), and Make It Count, UD’s nonpartisan student voting and civic engagement organization.

Whittington Doctoral Fellow, Biden Institute at the UD Biden School

Fall 2021 – Present

- Leads student voting and civic engagement initiatives such as planning National Voter Registration Day, and co-advising the Make It Count student nonpartisan organization.
- Assists in organizing, and marketing policy dinners and events, networking receptions, national convenings, and student roundtables.
- Serves as a teaching assistant for policy seminars including Civil Discourse, Immigration, Infrastructure, Climate Change, and other pressing policy topics.

Co-Director and Instructor, The GAP Project Educational Organization

Fall 2017- Present

- Co-writes and revises curriculum for educational workshops covering GAP pillars: Personal Leadership, Personal Wellness, Career and College Readiness, and Financial Literacy.
- Collaborates with the Director and Financial Director on developing fundraising campaigns and event strategies.
- Organizes community and college campus events to market the GAP Project, receive feedback on need and impact, and promote clear visions of success for attendees.

Inaugural UD President’s Student Advisory Council

Fall 2022- Spring 2023

- Met with President Assanis, VP of Student Life, other UD administrators, and 15 other students nominated to represent the UD student body
- Strategized on practical ways to address campus-wide issues to improve student social and academic experience

- Collaborated with UD administrators and staff on developing student engagement and outreach programs for campus departments and their ongoing projects.

President, UD Black Graduate Student Association **Summer 2022 – Spring 2023**

- Leads the executive board in strategic planning for the organization's relaunch, including event, budgeting, partnership, and program planning.
- Maintains a network of BGSA stakeholders in the Office of Institutional Equity, Student Wellbeing, Center for Black Culture, Student Life, and the Graduate College.
- Provides holistic support for over 150 Black graduate students from across the African diaspora.

Parliamentarian, UD Graduate Student Government **Spring 2022 –Spring 2023**

- Reviews and approves legislation to be presented on the Senate Floor addressing issues such as student health care and transportation.
- Advocates before the Graduate College Dean, University President, Board of Trustees, and donors for graduate student housing, office and recreational space for junior researchers, and affordable childcare on campus.
- Served on the Graduate College Council Executive Committee supporting efforts to increase minimum stipends, modify the graduate student contractual agreement, and create an Ombuds office for student-advisor mediation.

Graduate Research Assistant, Grant Programs/Frontier Set HBCU Intermediary **Fall 2019 - Spring 2021**

- Assisted the HBCU Intermediary, and Director in achieving postsecondary success initiatives as set by the Bill and Melinda Gates Foundation for six institutions.
- Maintained educational archives from annual reports, quarterly dashboards, and institutional data including KPIs and ITA results.
- Managed 11 consultants' financial budgets including quarterly payments, travel expenses, and contract renewals.

Intern, City of Mobile Parks and Recreation Department **Fall 2020 - Summer 2021**

- Appointed to serve on the CAPRA Accreditation and Policy Development committee to develop and update city/departmental policies and procedures for approval by the Mayor.
- Tasked with developing the departmental employee handbook, creating evaluations/assessments and research metrics.
- Facilitated development of the Black History and Women's History Month events. And assisted in developing plans for the 2021 community programs, programmatic partnerships, city-wide events, and summer camps.

Congressional Intern, Office of United States Senator Doug Jones **Spring 2020 - Summer 2020**

- Assisted the Regional Director in maintaining policy updates on 13 counties throughout Alabama's southern region.
- Provided constituents with resources to agriculture, unemployment, healthcare, veterans, and other services.
- Represented or accompanied the Senator to local community meetings, events, and briefings, providing summaries for each attended. Developed innovative ways to maintain connection with regional bureaucrats through the COVID-19 pandemic.

President, USA Public Administration Club **Summer 2020 – Summer 2021**

- Maintains communication with faculty advisor, program chair, and other members of the USA administration, faculty, and staff.
- Presides over all executive and membership meetings, as well as moderates any guest speakers or panel discussions.
- Develops professional development opportunities for a diverse membership of MPA Candidates through networking in the City of Mobile. Offered the first Diversity, Equity and Inclusion trainings for students in program history.

Senator/Governmental Relations Chairwoman, USA Student Government Association **Fall 2017 - Spring 2018**

- Elected to represent all Arts and Sciences students and provide university resources for their continued success.
- Passed legislation for installation of filtered water bottle stations in the Life Sciences and Health, Kinesiology and Sports Buildings. Co-authored numerous bills for university, or college specific projects.
- Worked closely with University Lobbyist and AL Higher Education Partnership on increasing student's appreciation for higher education as a member of the University STARS committee.

- Led student committee to organize on-campus events, and one day trip to Montgomery, AL for Higher Education Day to rally for 1/3 of the state's education budget.

Prospect Research Intern, USA Office of Development and Alumni Relations **Spring 2019 - Spring 2020**

- Utilized online fundraising databases such as Raiser'sEdge NXT, Researchpoint AlumniFinder, Foundation Search, and others to research and develop plans to engage alumni based on their history of giving or personal interest.
- Compiled reports of Advancement services surveys and needs to assist the Director of Prospect Research in developing internal plans for effective stewardship for future medical, academic, or athletic capital projects.
- Collaborated with University Administrators, Major Gift Officers, Development Officers, Deans and Directors to update donor portfolios to reflect current giving trends and University needs.

Teaching Experience

Classroom Facilitator

Financial Literacy, The GAP Project, *Fall 2018 - Spring 2021*

Personal Leadership, The GAP Project, *Fall 2018 - Spring 2021*

Personal Wellness, The GAP Project, *Fall 2018 - Spring 2021*

Career and College Readiness, The GAP Project, *Fall 2018 - Spring 2021*

U.S. History, Williamson High School, *Fall 2016*

Enrichment Class: Community Engagement and Service, Livingston Junior High School, *Spring 2016*

Teaching Assistant

Civil Discourse, *Fall 2022*

Infrastructure Policy, *Fall 2022*

Climate Change Policy and Action, *Fall 2022*

Immigration Policy, *Spring 2022*

Lobbying and Influence in Public Policy, *Fall 2022*

Middle Class Economics, *Fall 2022*

LGBTQ+ Policy and Public Discourse, *Fall 2022*

Political Speechwriting, *Spring 2023*

Environmental Justice, *Spring 2023*

Social Justice, *Spring 2023*

Selected Grants and Awards

Advocacy and Social Justice Leadership Award, Black Graduate Student Association, *Spring 2024*

First Place and Scholarship Award, National Forum for Black Public Administrators Poster Contest, *Spring 2024*

Summer City Management Fellow, University of Delaware, *Summer 2023*

Community Engagement Graduate Summer Scholar, University of Delaware, *Summer 2023*

Inaugural President's Student Advisory Council, University of Delaware, *2022-2023*

Best Chapter Event, UD Student Chapter of the International City/County Management Association, *2022-23*

Outstanding Senator, Graduate Student Government, University of Delaware, *2021 -2023*

Graduate Homecoming Maid, University of South Alabama, *2020-2021*

Outstanding Program of the Year, USA African American Student Association Black Girls Rock Scholarship Program, *Spring 2018*

iLead Leadership Institute, USA Office of Multicultural Affairs, *Spring 2018*

Janet Mahan Summer Humanities Study Abroad Scholarship for Teachers in History, USA History Dept., *Spring 2018*

Presentations

Douglas, Chelsia. "Social Construction for Societal Success: A Critical Examination of Paternalism at Historically Black Colleges and Universities," UD College of Education Steele Symposium Poster Presentations, 2024

Douglas, Chelsia. "The Age-less Citizen: Cultivating a Civically Engaged K-12 Community Through the Use of Service Learning," Poster Contest, National Forum for Black Public Administrators, 2024

Douglas, Chelsia. "Social Construction for Societal Success: A Critical Examination of Paternalism at Historically Black Colleges and Universities," Works in Progress, Association for the Study of Higher Education, November 2023

Douglas, Chelsia. "The Age-less Citizen: Cultivating a Civically Engaged K-12 Community Through the Use of Service Learning" (2023). *National Youth Advocacy and Resilience Conference*. 26.
https://digitalcommons.georgiasouthern.edu/nyar_savannah/2023/2023/26

Bumpers, Randy and Chelsia Douglas. "Giving Them What They Need: An Emergent Framework for K-12 Support Systems That Promotes Equity in Student Success" (2021). *National Youth Advocacy and Resilience Conference*. 39. https://digitalcommons.georgiasouthern.edu/nyar_savannah/2020/2020/39

Bumpers, Randy and Chelsia Douglas. "Giving Them What They Need: An Emergent Framework for K-12 Support Systems That Promotes Equity in Student Success" (2020). *National Youth Advocacy and Resilience Conference*. 39. https://digitalcommons.georgiasouthern.edu/nyar_savannah/2020/2020/39

Douglas, Chelsia, Shaun Holloway, Lyndsie Rhoder. "Instantly Involved." Conference on Student Government Associations, College Station, TX, February 2017

Douglas, Chelsia, Shaun Holloway, Lyndsie Rhoder. "SOLD: Student Organization Leadership Day." Conference on Student Government Associations, College Station, TX, February 2017

Douglas, Chelsia, Shaun Holloway, Lyndsie Rhoder. *LiveSafe App*, Conference on Student Government Associations, College Station, TX, February 2017

Workshops and Trainings

The Three P's: Processes, Procedures and Practices, City of Mobile Parks and Recreation Division Leader Training, Mobile, AL (2020)

Youth Philanthropist Leadership Workshop, United Way of Southwest Alabama Virtual (2020)

COVID Conversations: A Student's Voice, The GAP Project, Virtual (2020)

Mentoring Matters, The GAP Project, Mobile, AL (2019)

GAME ON! Engaging Parents and Educators in Educational Programming, The GAP Project, Jackson, AL (2018)

Empowering Change, Mobile County High School Diversity, Equity and Inclusion Workshop , Mobile, AL (2018)

Skills

Communications, Microsoft Office, Google+, Decision Making, Quantitative/Qualitative Research, Educational Programming, Leadership, Community Engagement/Development, Problem Solving, Project Management, Policy Analysis, Event Planning, Prospecting, and Public Speaking.

Memberships:

Metropolitan Wilmington Urban League - Young Professionals, Spring 2024

American Educational Research Association, Spring 2024

National Coalition of 100 Black Women Inc. - Delaware Chapter, Fall 2023

- Education Committee Co-Chair, 2024-2026

National Forum for Black Public Administrators - Maryland Chapter, Fall 2023

Metropolitan Wilmington Urban League - Young Professionals, *Fall 2023*

Association for the Study of Higher Education, *Fall 2023*

Association for Public Policy Analysis and Management, *Fall 2021*

International City/County Management Association, *Fall 2021*

University of South Alabama National Alumni Association, Lifetime Membership, *Spring 2021*

Golden Key National Honor Society, *Spring 2021*

Alpha Phi Omega National Service Fraternity, *Fall 2015*
