Dr. Tyrone Smith, Jr. (Ed.D., MBA)

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Experienced Professor | Adjunct Faculty - Specializing in Organizational Behavior, People Analytics, HR Strategy, Management, Business Strategy, I/O Psychology, Leadership and Organizational Development

Dedicated Adjunct Professor specializing in Management, Industrial-Organizational (I-O) Psychology, organizational behavior, human resources, talent management, compensation and benefits, entrepreneurship, business strategy, workforce analytics, Artificial Intelligence, talent selection, organizational development, and job analysis. Adept at fostering student mentorship, collaborative relationships across departments, and driving evidence-based solutions to complex organizational challenges. Proven track record of driving HR digital transformation, talent strategy, and people analytics that enhance leadership performance, workforce engagement, and organizational efficiency.

- Published thought leader in Strategic HR, People Analytics, and business and organizational practices, with contributions and citations to renowned platforms like Forbes and Harvard Business Review (current contributor).
- Demonstrated expertise in teaching Organizational Behavior, Human Resources, Management, People, Analytics, Entrepreneurship, and Strategic Workforce Planning at prestigious institutions such as the University of Southern California, the University of Oklahoma, and Texas Woman's University while actively engaging in student mentorship and faculty service to foster a supportive academic environment.

CORE COMPETENCIES

Organizational Behavior | Industrial-Organizational Psychology | HR Analytics | AI Technology | Strategic Workforce Planning Talent Management & Acquisition | Executive Coaching | Data-Driven Decision Making | Leadership Development | Employee Engagement | Digital HR Solutions | Change Management | Diversity & Inclusion | Performance Management | Operational Efficiency | HR Technology Implementation | Employee Retention | Human Capital Management | Workforce Optimization Training & Development | Cross-Functional Collaboration | Student Mentorship

EDUCATION

Master of Industrial & Organizational Psychology (ALM) and Organizational Behavior Certificate, Division of Continuing Industrial Education (DCE) - Extension Studies (2023)
Harvard University, Cambridge, MA

Doctorate of Education, Leadership & Innovation (Ed.D.), (People Analytics and HR Strategic Planning) (2018)
Dissertation: Perceptions of Human Resource Professionals on Using Data Analytics for Talent Management by Smith, Tyrone D., *Jr., St. Thomas University, 2018, 142 pages; 10745333 (View Publication here)*
St. Thomas University, Miami, FL

Global Master of Business Administration (MBA), Concentration: Management & Human Resources (2012)
University of Houston-Victoria, Houston, TX (AACSB Accredited Business School)

Bachelor of Science in Business Administration, Concentration: Finance & Human Resources (2008)
Florida A&M University, Tallahassee, FL

ACADEMIC APPOINTMENTS

Adjunct Faculty, Department of Human Relations **2023 – Present**
University of Oklahoma, Norman, OK
Courses: Organizational Behavior for Leaders, Inclusive Leadership.

Instruct Organizational Behavior for Leaders and Inclusive Leadership, emphasizing leadership development and promoting inclusive practices. Guide discussions and analyze case studies to strengthen students' skills in leading diverse teams and tackling organizational challenges.

Adjunct Faculty, Department of Organization, Workforce, and Leadership Studies (OWLS) **2021 – Present**
Texas State University, San Marcos, TX

Courses: Entrepreunsihp, Human Problems in the Workplace, Introduction to Leadership

Teach Entrepreneurship, Leadership, and Human Problems in the Workplace, imparting key management and leadership skills. Lead discussions and activities to enhance students' critical thinking, problem-solving, and ethical decision-making.

Adjunct Associate Professor, Bovard College (Bovard College – Human Resource Program) **2021 - Present**
University of Southern California, Los Angeles, CA

Courses: HR Analytics, HR Strategy, Anticipating Future HR Trends.

Deliver engaging coursework in HR Analytics, HR Strategy, and Anticipating Future HR Trends to foster practical skills and strategic thinking in graduate students. Evaluate student performance through assessments, projects, and participation to ensure comprehension and engagement.

Adjunct Faculty, College of Business **2021 – Present**
Texas Woman's University (TWU), Denton, TX

Courses: Organizational Behavior, Human Resource Management, Business Leadership, Principles of Management, Labor Relations, etc.

Teach Organizational Behavior, Business Leadership, and Principles of Management, imparting key management and leadership skills. Lead discussions and activities to enhance students' critical thinking, problem-solving, and ethical decision-making.

PROFESSIONAL EXPERIENCE

Independent Consultant – Remote **5/2023 – Present**
Executive Coaching and Strategic Advisory

Provide executive coaching and strategic advisory services, specializing in workforce transformation and talent strategy. Collaborate with organizations to develop HR analytics frameworks, drive digital HR solutions, and integrate data-driven decision-making.

- Developed insights that improved leadership performance and organizational alignment by 20%.
- Advised on AI and machine learning tools for optimizing workforce planning and engagement strategies.

Workforce Strategy & Solutions Leader (Independent Consultant) **3/2024 – 6/2024**
Deloitte – *Workforce Planning and Talent Analytics* **|** *Remote-USA*

Lead workforce planning and talent analytics initiatives, driving improvements in business performance through people data and insights. Partner with cross-functional teams to integrate governance models and data strategies for talent management and workforce transformation.

- Developed enterprise-wide workforce planning operating model, aligning with business goals and data-driven decisions.
- Enhanced US Firm Workforce Analytics dashboard, increasing employee retention by 15%.
- Designed and implemented talent analytics framework, improving time-to-hire by 20%.

Global Director, Head of People Analytics, Research & Insights **4/2021 – 4/2023**
Udemy (Nasdaq: UDMY) | *Remote-USA*

Established and led the People Analytics function, integrating talent data with business objectives to provide actionable insights on workforce trends. Partnered with senior leadership to implement predictive analytics and enhance HR decision-making.

- Developed and scaled predictive models that improved hiring efficiency by 25%.
- Launched HR data dashboard, improving organizational effectiveness by 30%.
- Led data-driven retention strategies, reducing turnover by 12%.

Head of People Operations and Workforce Analytics Leader **2018 – Present**

RYAN, LLC – *Dallas, TX*

Oversees workforce analytics and operations, implementing cutting-edge tools for workforce transformation. Designs data solutions for global mobility, HR digital transformation, and M&A integration.

- Developed predictive analytics models, reducing staffing costs by 15%.
- Led digital transformation of HR function, increasing operational efficiency by 20%.
- Implemented new technologies to track workforce performance, boosting productivity by 18%.

Global Leader – IT, Finance, Strategy & Analytics **2017 – 2018**
General Motors Financial (Nasdaq: GM) | *Arlington, TX*

Led RPA and AI adoption initiatives, driving operational efficiency through automation and data integration. Managed departmental budgets, conducted workforce analysis, and provided strategic insights to senior leadership.

- Delivered predictive analytics models, reducing workforce-related expenses by 30%.
- Optimized procurement strategies, lowering vendor-related costs by 10%.
- Developed employee engagement strategy, improving satisfaction scores by 22%.

Internal Controls Senior Manager & Strategic Business Partner (various positions) **2008 – 2017**
John Deere (Nasdaq: DE) | *Various States (CA, FL, IA, IL, KS, NC & Global South Africa, Brazil, China etc.)*

Managed internal control projects and provided strategic insights on HR policies, workforce planning, and process efficiency. Led compliance strategies and improved global HR practices.

- Achieved 100% independent control assessment rating by streamlining internal controls.
- Designed workforce planning models, increasing workforce optimization by 15%.
- Provided workforce insights that reduced turnover by 10% and improved retention rates.

Additional Roles/Collateral Duty (2015–2017)

- **HR Generalist / People Analytics Consultant:** Recruited talent for 40+ major events, reducing time-to-hire by 20%.
- **Employee Resource Group Chair:** Improved diversity hiring metrics by 18% through targeted recruitment efforts.

CERTIFICATIONS

Six Sigma Yellow Belt
Executive Coach & Organizational Strategies Coach Certification – International Coaching Federation
People & Business Analytics Certification – Wharton School of Business
Strategic Workforce Planning Certification (SWP) – Human Capital Institute
Certified Scrum Master (CSM) – Scrum Alliance
Certified Performance Technologist (CPT) – International Society of Performance Improvement
Information Technology Infrastructure Library (ITIL)

PROFESSIONAL DEVELOPMENTS & SERVICES

Editorial Board, Advances in Developing Human Resources, 2022-Present
Guest Reviewer, Management Research Review (MMR), 2020-Present
Guest Reviewer, Human Resource Management Journal (HMRJ), 2021-Present

HONORS & PROFESSIONAL MEMBERSHIPS

Member Academy of Management, 2010-Present
Society for Industrial and Organizational Psychology (Professional Member), 2020-Present
Member, Society for Human Resources Management, 2006-Present
Member, National Black MBA Association, 2006-Present
Participant, Competitive Adv. & Global Strategy/Global MBA In-Service Learning in Taiwan (Summer 2012)
U.S. House of Representatives Congressional Recognition, 2009

Alpha Phi Alpha Fraternity, Inc. Outstanding Leadership Award 2015
Oracle/ UNCF Corporate Scholar (Summer 2007- Summer 2008)

PUBLICATIONS

Smith, Tyrone (2022, June 06), How the SEC focus on ESG can boost human capital management (View Publication here)
Smith, Tyrone (2022, March 30), Why People Oriented Analytics are more important than ever, Forbes
Smith, Tyrone (2021, December 8), It's Time to Rethink Job Descriptions for the Digital Era, Harvard Business Review
Smith, Tyrone (2021), Mapping a Modern Employee Journey/ HR Exchange Thought Leadership Contributor, HR Exchange Network
Smith, Tyrone (2021), How to Address Workforce Mobility Challenges by Stimulating 'Forward Momentum, Diversity Inc.
Smith, Tyrone D., Jr (2020, September 30), Technology and the Modern Workplace: Cultivating D&I, HRE Online (View Publication here)
Smith, Tyrone D., Jr (2020, May 11), The 'new normal' Workday, HRE Online (View Publication here)

Peer-Reviewed Journal

Boutwell, K. R., & Smith, T. D. (2023). A Hierarchy of Learning Needs for Revolutionizing Inclusive Organizational Practices. Advances in Developing Human Resources, 25(3), 189-204. https://doi.org/10.1177/15234223231176107

CONFERENCES & PRESENTATIONS

Smith, T. (Co-Chair), Kraiger K. (Co-Chair), Horn, D., Parham, S., Brooks, L., (2025). Navigating Mentoring in a Diverse and Multi-Generational Workforce: Best Practices in Talent and Leadership Development [Panel]. Blacks in Industrial and Organizational Psychology - 2025 Annual Conference, Baltimore, MD, United States
Brooks, L. (Co-Chair), Lyding, C. (Co-Chair), O'Malley, A., Massaquoi, M., Parker, B., & Smith, T., (2023) Unveiling the Future of Work Through Data Tech in an Era of Digital SIOP - Society Industrial-Organizational Psychology (SIOP).
27th HR Shared Services Transformation Summit, HR Exchange – November 2020 – Invited Speaker
Human Capital Analytics Conference, The Conference Board – October 2020 – Invited Speaker
HR Exchange – 22nd People Analytics Summit (San Diego) – August 2019 – Invited Speaker
AI, RPA, and Cognitive Summit (Dallas) May 2019-Invited Speaker.
Southern Methodist University & Ryan, LLC– The Impact on Workforce Analytics and the Future of Work (February 2019)-Invited Speaker
T. Smith., Minorities in Agricultural Natural Resources and Related Sciences National Conference Corporate Conference Lead
T. Smith., Iowa State University, College of Agriculture and Life Sciences Diversity Conference Guest Speaker on Diversity in Agriculture T. Smith., University of Kentucky, College of Agriculture, Food and Environment Youth Conference Oratorical Judge and Guest Speaker on College to Corporate Life.
T. Smith., Bernard D. Hendricks Undergraduate Honors Conference, Conference presenter on the Dominican Republic Educational & In-Service, Tallahassee, FL, March 2008

VOLUNTEER & BOARD MEMBERSHIPS

American Psychological Association – Advisor Future of Work
Licensure Committee Member – Society for Industrial and Organizational Psychology
Advisory Board Member – HR.com
Advisory Board Member - Human Capital Management (HCI)
Volunteer Member - Big Brothers & Big Sisters, March of Dimes
Board Member - New Leaders Council, National Black MBA Association

Technical Skills: Microsoft Office Suite, Canvas, Blackboard, Moodle, Workday, Adaptive Insights, SAP, SuccessFactors, Oracle, PeopleSoft, iCIMS, Taleo, HRIS, Cognos, Tableau, Microsoft Power BI, SPSS, Talend, Qualtrics, R, SAS, Gretel, Azure, Planview and BI Publisher (XML)