

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

Lecturer, College of Business and Department of Organization, Workforce and Leadership Studies 2021 - Present
Texas State University, San Marcos, TX

Courses: Management and Organizations, Professional Development, Introduction to Leadership, Entrepreneurship, Human Problems in the Workplace, Business Communications

Deliver future-forward coursework to a varying degree of learners in the areas of Leadership, Entrepreneurship, and Human Problems in the Workplace.

Adjunct Professor, Bovard College (Bovard College – Human Resource Program)
University of Southern California, Los Angeles, CA

2021 - Present

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, Foundations of Business, 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

HR Independent Consultant – Remote

5/2023 – Present

Blydo, LLC Executive Coaching and HR 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 Strategy, 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%.

Head of People Operations, Total Rewards, Analytics & Technology

7/2023 – 2/2024

Trusted Health – Remote-USA

- Led redesign and execution of performance management processes integrated with organizational values.
- Developed benchmarking tools to support the redesign of total rewards and benefits, enhancing internal equity.
- Created competency-aligned onboarding and development pathways, tied to employee engagement metrics.
- Partnered with executives to assess and evolve company culture, supported by employee listening data.

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

11/2018 – 04/2021

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

06/2017 – 11/2018

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

Senior Professional in Human Resources® (SPHR®)

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
Golden Key International Honor Society (GKIHS), 2006
Florida A&M University School of Business & Industry Honor Student, 2005-2008
Oracle/ UNCF Corporate Scholar (Summer 2007- Summer 2008)
Participant, Study Abroad /In-Service Learning in Santo Domingo (Spring 2007 & 2008)
Outstanding Leadership Award – Florida A&M University (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)