

BRIAN K. DICKENS, Ph.D., SPHR, SCP

Committed to the pursuit and delivery of excellence through service.

Dr. Brian K. Dickens is the President and CEO of BD Consulting, Inc. and immediate past Vice President for Human Resources and Diversity and Inclusion at Ithaca College (IC). As the Chief Human Resource Officer (CHRO), Brian set the strategic direction for workforce development, diversity, equity, and inclusion transformation at IC. Brian has also served as the Associate Vice President for Human Resources and Payroll Services at Texas Southern University, the Director of Human Resources for the University of Houston and has the Executive Director of Student Activities and Leadership at Prairie View A&M University.

“Brian is an outstanding motivator and public speaker. He is a master of effective career management and making a positive impact on the lives of others”. DR. ROCHELLE PARKS-YANCY

With more than 26 years of experience as a university administrator and over nineteen years of experience as a human resource development and management consultant, Brian is committed to the pursuit and delivery of excellence through service with a focus on leadership, management, and organizational development. He has provided organization development services, and training services for managers and employees to enhance organizational effectiveness and efficiency, individual and work group performance, and the overall quality of work environments.

Education and Professional Development

Brian is a certified Senior Professional in Human Resources (SPHR) and SHRM-SCP and holds a Ph.D. in Educational Administration and Human Resource Development from Texas A&M University. He has a M.A. in Counseling and B.S. in Biology from Prairie View A&M University. He is committed to lifelong learning and development for himself and others.

Dr. Dickens is also a certified Executive Coach and certified facilitator for Franklin Covey’s Seven Habits of Highly Effective People, Seven Habits for Managers, Leading at the Speed of Trust, and the Leadership Modular Series as well as Vital Smarts Crucial Conversations, Everything Disc Workplace, StrengthsFinder 2.0 and the Change Essentials program on change management.

Leadership & Service

Former service as a national board member for the College and University Professional Association for Human Resources (CUPA-HR) in addition to his service as an at-large member of the National Board of CUPA-HR. Brian also served as the chairperson for the Human Resource Transformation Expert Council, and is a member of the Diversity, Equity and Inclusion Committee. He is a recurring presenter at various local, regional, and national CUPA-HR and other Higher Education related conferences.

Dr. Dickens maintains memberships in various professional organizations including The Society of Human Resource Management (SHRM), the National Association for Diversity Officers in Higher Education (NADOHE), the Association for Training and Development (ATD), Society for Higher Education Human Resource Executives (SHERE), the American Payroll Association (APA). He also provides servant leadership through his service on the Tompkins County Workforce Development Board, United Way Board, Tompkins County SHRM, Recruit to Ithaca, and the Oracle CHRO Strategy Council.

Brian has enjoyed serving as a member of the 100 Black Men of America Houston (BMOAH) since 2003. In addition, Brian has served on the African American Male Advisory Committee (AAMAC) for the Texas Higher Education Coordinating Board in Austin, Texas.

Brian resides in Ithaca, New York with his wife, Dr. Shannon Presley-Dickens and three children.