

Corris P. Davis

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PROFESSIONAL SUMMARY

Senior higher-education administrator with more than 25 years of experience designing, leading, and scaling student success initiatives for first-generation, low-income, and historically underrepresented students. Proven record of institution-building, cross-unit coordination, and translating research into practice. Nationally recognized for advancing first-generation student success strategies, and developing staff capacity.

CORE COMPETENCIES

First-Generation Student Success Strategy
Student Access, Retention, and Completion
Cross-Unit Leadership (Matrix Environments)

Grant Development and Stewardship (\$20M+)
Staff Development and Organizational Design
Data-Informed Decision Making

EMPLOYMENT HISTORY

University of Maryland, Baltimore County (UMBC)

Sr. Director, Office of Academic Opportunity Programs (AOP)

January 2025 - present

Director, Office of Academic Opportunity Programs (AOP)

March 2015 – January 2025

Responsible for planning, managing, and evaluating all programs and personnel within the Office of Academic Opportunity Programs. Oversees the direction of projects within the unit through direct supervision of project directors; directly administers federal grants and state-supported programming; serves as project director of individual projects as vacancies require (having served as Director/PI of McNair and Interim Director/PI of Talent Search). The role includes oversight and support of proposal writing and budget management, design and establishing policy and procedures following federal, state, and institutional guidelines, monitoring progress towards each project's objectives, and reporting extensive information annually to federal funders and UMBC.

KEY ACCOMPLISHMENTS

- Created an academic unit (AOP) focused on supporting students historically excluded from higher education.
- Successful in 8 TRIO Grant competitions, resulting in the continued funding of 5 TRIO grants on campus in their most recent grant cycle
- Responsible for management of over \$7M in Federal TRIO Funds over the last five years, increasing the number of students served from 254 to over 1200.
- Responsible for the management of \$500K in State funds since the creation of AOP
- Created First Generation (FG) Workgroup, a collaboration of staff across campus departments to support UMBC's over 3000 first-generation students
- Facilitated distribution of graduate cords to over 500 first-generation students in advance of commencement since Spring of 2019
- Secured graduate assistants and work-study students to assist with the planning and implementation of FG Workgroup activities.

Director (PI), Upward Bound Program

September 2004 – Present

Responsible for implementing the Federal TRIO Upward Bound Projects with a budget of over \$3.0M across five years. Coordinate the activities and evaluation of full-time staff members, up to 30 part-time staff members, and the academic progress of up to 95 participants. Assign and develop policies to facilitate the implementation of the UB project within ED and UMBC guidelines. Prepare summative and formative evaluations of project activities to improve project services. Develop promotional materials such as brochures, applications, and recruitment posters used by counseling staff to engage the community. Monitor the recruitment of UB participants by project staff to ensure compliance with ED guidelines for service.

KEY ACCOMPLISHMENTS

- Redesigned the summer component to save room and board costs while increasing delivery of project components such as financial literacy.
- Increased the number of participants from 60 to 151 over two grant cycles
- Increased Upward Bound grant award at UMBC from \$1.3M to \$3.0M over five years

Independent Consultant

UNLV TRIO Training Institute
November 2023 – July 2025

Council for Opportunity in Education (COE)
January 2010 – present

C² Learning Collaborative
(Formerly TRIO Start Smart)
2016 – Present

College Bound Institute
December 2025 - present

Provide training on TRIO Federal Regulations and the connection of OMB Circular to sound financial management of a federal Upward Bound program, Financial Aid, and the use of educational technology in TRIO Programs. Provide one-on-one mentoring for TRIO Directors with less than two years of experience. Assist grantees in reading and interpreting federal regulations (TRIO, EDGAR, OMB, etc.). Support grant writing via editing or consulting with institutional teams responsible for grant development. Develop and conduct webinars on tips for new project directors. Provide management coaching for project directors.

KEY ACCOMPLISHMENTS

- Create and facilitate Webinars for new and veteran TRIO staff to provide them with a firm start to implement programs
- Redesigned the Student Development Workshop to improve the incorporation of current research on Adolescent Development
- Serve as One-on-One coach and mentor supporting UB Project Directors

OTHER SELECTED ACTIVITIES

Member, Baltimore City Admissions Advisory Group, 2017-18, Fall 2024 - present

Work Group Member, Middle States Self-Study, 2024

Board member, Black Success Oriented Network (Black SONs), 2023

ACPA Design School Participant, September 2021

Presentation, Best Practices in Budget Management with Excel, Mid-Eastern Association of Educational Opportunity Program Personnel (MEAEOPP) Conference, April 2019

Member, First Generation Student Definition Workgroup, 2018

Board Member, COE, 2009 - 2013

President, MEAEOPP, October 2009 – October 2011

ACADEMIC BACKGROUND

Ph.D., Public Policy: Evaluation and Analytical Methods

University of Maryland, Baltimore County

Dissertation- Beyond the Bachelor's: The Relationship Between Undergraduate Research Participation and Graduate School Enrollment

Master of Public Policy, Evaluation, and Analytical Methods

University of Maryland, Baltimore County

M.S., Information Technology

University of Maryland Global Campus

B.S., Biological Sciences

University of Maryland, Baltimore County