Kecia M. Thomas is a Professor of Industrial/Organizational (I/O) Psychology and African-American Studies and the founding director of the Center for Research and Engagement in Diversity (RED) at the University of Georgia. Dr. Thomas currently serves as the Senior Associate Dean in the Franklin College of Arts and Sciences at UGA. Her portfolio includes all aspects of Faculty Affairs and serving as the divisional dean for the Social & Behavioral Science units. Another major responsibility includes the leadership of the college’s diversity strategy and initiatives.

Kecia is an expert in the psychology of workplace diversity. Her scholarship and institutional engagements focus on the issues of strategic diversity recruitment, supporting diversity in STEM workplaces and understanding the career experiences of high potential women of color.  She is the author of over 50 peer-reviewed articles and book chapters as well as the first I/O diversity textbook *Diversity Dynamics in the Workplace* (Thomson Wadsworth). She has also served as editor of 6 volumes including *Diversity Resistance* *in the Workplace* (Taylor-Francis) and *Diversity Ideologies in Organizations* (Routledge).  Her research has been funded by Federal agencies, for-profit and non-profit institutions, as well as corporate foundations.  She is an elected-Fellow of both the American Psychological Association and the Society of I/O Psychology (SIOP). She was the 3rd African American and first Black woman elected as Fellow of SIOP in 2009. She is also a past recipient of the Janet Chusmir Award for Distinguished Service from the Academy of Management. Dr. Thomas has supervised and graduated 22 Ph.D. recipients.

She has conducted applied research or provided professional development for diverse organizations including The University System of Georgia, the State of Georgia (White County School District), Liberty Healthcare, the College of Charleston, Lakota Local School District (OH), institutions in the Wisconsin and North Carolina university systems, the American Association for the Advancement of Science (AAAS) and the Georgia Public Library System. This applied work has focused on launching diversity and inclusion climate studies, diversity training design and delivery, facilitation of diversity strategic plans as well as small group coaching.

Dr. Thomas earned a B.A. in Psychology and Spanish from Bucknell University and her M.S. and Ph.D. in I/O Psychology from the Pennsylvania State University. She is a recipient of Sherpa’s Executive Coaching certification and is also a graduate of the HERS Management Institute at Wellesley College, the SEC Academic Leadership Development Program and the University System of Georgia Executive Leadership Institute.

Kecia lives in Athens, GA where she serves on the boards of two nonprofits (Nuci’s Space Musician’s Resource Center and Girls Rock-Athens) and volunteers at JJ Harris Elementary School. She has two children, a daughter who is an undergraduate at Vanderbilt and a son who recently graduated from Morehouse and who is a doctoral student at the University of Iowa.