

Scholar in Residence: Craig B. Clayton, Sr.

Craig B. Clayton, Sr., is the founder and CEO of the Sp@rtacus Group based in Houston, Texas. A global consulting and software firm, the Sp@rtacus Group specializes in providing organizations with analytical tools that measure the connection between the ROI from managing diversity and the organization's bottom line.

He also created the Center for Human Capital Management, which is a Sp@rtacus Group company providing business-focused research and studies in the field of human capital management.

Since 1999, Craig has also been the Director and Diversity Strategist of the International Institute for Diversity & Cross-Cultural Management. The Institute is located in the University of Houston's C.T. Bauer College of Business.

Craig has over 20 years of diverse business experience, including positions as a CEO, COO, board member, and corporate executive. He has worked with Fortune 500 firms in a variety of capacities, from operations to sales and marketing, training to research. Representative clients have included Compaq Computers, Hewlett-Packard, Bank of America, MD Anderson Cancer Center, Shell, U.T. Health Science Center, HEB Grocery, Chevron-Phillips Chemical, Rohm & Haas Engineering, Central Parking System, Coral Energy, Lanier Middle School, St. Luke's Medical Center, and many more.

Craig has a seasoned talent for designing and facilitating executive leadership workshops and creating customized corporate cultural assessments by using focus groups, surveys, and employee interviews. He has designed and developed training curricula; facilitated training sessions; mentored diversity councils, committees, and board members; and designed and developed programs and services to support organizations in their efforts to create and sustain long-term change in corporate culture. To date, his global outreach has spanned 14 countries including Mexico, the Caribbean, and Asia.

In his diversity management work, Craig has created key tools for diversity practitioners, including the Diversity Earnings Per Share Metric™, a measurement tool, and created Project Boardroom, a program to develop women and minorities for positions on corporate boards. He has also launched the Joshua Project, an initiative to help American educators tear down walls through diversity dialogue and education.