

Angela D. Carter

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Education

Doctor of Education	University of Georgia 2015 Adult Education & Human Resource Development
Master of Education	University of Arkansas 2012 Workforce Development Education
Bachelor of Arts	Georgia State University 1995 English Literature, Psychology Minor

Certifications and Credentials

ACC Coach Credential Renewal	International Coaching Federation 2023
Reflective Structured Dialogue	Academy of Human Resource Development April 2021
IDI Qualified Administrator	Intercultural Dimensions Inventory 2020
ACC Coach Credential	International Coaching Federation 2019
Coach Certification	Kansas Leadership Center 2018
DISC Facilitator	Alessandra & Associates 2017
Immunity to Change Facilitator	Minds at Work 2017

Academic Employment

Assistant Professor & Program Coordinator	Clemson University 2021-present Human Resource Development
Clinical Assistant Professor	Clemson University 2017-2021 Human Resource Development
Academic Professional	University of Georgia 2015-2017 Learning, Leadership & Organization Development
Graduate Teaching Assistant	University of Georgia 2014-2015 Human Resource & Organization Development

Professional Employment

Corporate Training Specialist	Triumph Aerostructures Nashville, Tennessee 2013-2015
Director of Training	Applied Health Analytics Nashville, Tennessee 2012-2013
Shopping Center Manager	CBL & Associates; Cousins Middle Tennessee 2000-2012

Leadership and Coaching Experiences

2024-2027	Editorial Board Member, Advances in Developing Human Resources Journal
2022-2024	Chair, Clemson University Commission on the Black Experience
2022-2024	Board Member, International Coaching Federation Diversity Council
2022-present	Executive Coach, Diversity Women's Business Leadership Conference
2018-present	Executive Coach, Clemson University President's Leadership Institute
2018-2022	Co-lead Trailblazers, Provost's Faculty Leadership and Mentoring Program

Honors and Awards

2024	Commitment to Community and Engagement Award, Clemson University Graduate School
2023	Association for Talent Development (ATD) National Chapter Excellence Award for MHRD partnership with ATD South Carolina
2023	Best Issue Award, Advances in Developing Human Resources, co-editor
2023	R. Wayne Pace Book of the Year from AHRD, HRD Perspectives on Developmental Relationships, chapter author
2021	College of Education- Program Innovation Award, MHRD
2018	Professor of the Game, Texas A & M vs. Clemson University Football

SCHOLARLY ACTIVITIES

Funded Grants

1. Co-Principal Investigator. Klar, H., Paufler, N., & **Carter, A.D.** (\$517,452.00; October 28, 2021 – July 31, 2025, **Funded**). Leading Educational Administrator Development for Excellent Rural Schools (LEADERS) Center of Excellence. South Carolina Commission on Higher Education (CHE).
2. Principal Investigator. **Carter, A.D.**, & Stokowski, S. (\$21,484.40; October 1, 2021-September 30,

2022; **Funded**, 2021). Inclusive Leadership Education Through Relational Mentoring in the Special Olympics Leadership Academy. College of Education ADR Seed Grant.

3. Co-Principal Investigator. Sims, C. & **Carter, A.D.** (21,769.00; September 20, 2019 – February 17, 2020; **Funded** 2019). Developing Positive Identity of STEM Women Leaders in Higher Education: A Longitudinal Study of Trailblazer’s Leadership Development & Mentoring Program. College of Education ADR Seed Grant.

Unfunded Grants

1. Principal Investigator. **Carter, A.D.**, Stokowski, S., & Fenichel, S. (\$353,834; December 2022; Not funded). At the Nexus of Inclusive Leadership Education, Relational Mentoring, and Universal Design for Learning: A Research—Practice Partnership Between Clemson University and the Special Olympics Leadership Academy. Spencer Foundation Research—Practice Partnership Grant.
2. Co-Principal Investigators. Sims, C., High, K., Ghosh, R., & **Carter, A.D.** (\$1,499,727; October 2022; Not Funded). Testing the Critical Theory of Leadership Identity Development: A Mentoring Experiment for STEM Faculty with Minoritized Identities. National Science Foundation, ECR Core Research.
3. Principal Investigator. **Carter, A.D.**, & Stokowski, S. (\$4,000; September 2021; Not funded). Addressing Implicit Bias: A Book Club Community of Practice for ACC Academic Advisors. Atlantic Coast Conference Innovation Research Grant Program.
4. Co-Principal Investigators. Sims, C., High, K., Ghosh, R., & **Carter, A.D.** (\$1,312,309.00; September 2020; Not Funded). Testing the Critical Theory of Leadership Identity Development: A Mentoring Experiment for STEM Faculty with Minoritized Identities. National Science Foundation ECR EIE DCL.
5. Principal Investigator. **Carter, A.D.** (September 2020. Not Funded-first alternate designation). Adaptive Leadership Coaching for Gender Intelligence: A Faculty Development Study in Two Ugandan Universities. CIES Fulbright Scholar Program.
6. Principal Investigator. **Carter, A.D.** (September 2019. Not Funded-first alternate designation). Bridging the Gender Gap in Ugandan Higher Education. CIES Fulbright Scholar Program.
7. Co-Principal Investigators. Frady, K., High, K., & **Carter, A.D.** (\$797,852.00; 2017; Not Funded). Targeted Research and Development: STEM Faculty Leadership in Technician Education (TRaD). National Science Foundation.

Peer Reviewed Publications in Research Journals

1. Klar, H., Paufler, N., **Carter, A.D.** (2024). Learning With and From Each Other: Creating Safe Spaces in a Professional Community for School Leadership Development. *Journal of Professional Capital and Community*.
2. **Carter, A.D.**, & Sisco, S. (2024). Beyond linguistic profiling career boundaries: Leadership coaching strategies for coaching Black women leaders who code switch. *Career Development International*. <https://10.1108/CDI-07-2023-0211>

3. **Carter, A.D.** (2023). Diversity intelligent leadership coaching in practice. *Advances in Developing Human Resources*, 25(4). <https://doi.org/10.1177/15234223231193359>
4. **Carter, A.D.**, Sisco, S. & Fowler, R. (2023). Since we are, therefore, I am: Ubuntu and the experiences of Black women leadership coaches. *Consulting Psychology Journal*. (75)1. <https://doi.org/10.1037/cpb0000227>.
5. **Carter, A.D.**, Sisco, S., & Malik, R. (2022). "I was exhausted, and there was no break at all": How Black women leadership coaches understood and navigated workplace tensions after the racial reckoning. *Philosophy of Coaching Journal*. 7, (1) 4 -29. <http://dx.doi.org/10.22316/poc/07.1.02>.
6. **Carter, A.D.**, & Sisco, S. (2022) The hill we climb: The state of women of color leadership development. Sims, C. & **Carter, A.D.** [Eds]. *Advances in Developing Human Resources (ADHR)*. Sage. <https://doi.org/10.1177/15234223221099665>.
7. Sims, C.M., **Carter, A.D.** (2022). Women of color and leadership. Sims, C. & **Carter, A.D.** [Eds]. *Advances in Developing Human Resources (ADHR)*. Sage. <https://doi.org/10.1177/15234223221101424>.
8. Sims, C., **Carter, A.D.**, Morris, L., Sparkman, T., Durojaiye, A. (2021). On Black male leadership: A study of leadership efficacy, servant leadership, and engagement mediated by microaggressions. *Advances in Developing Human Resources (ADHR)*. Sage. <https://doi.org/10.1177/15234223211037753>.
9. Sims, C., **Carter, A.D.**, & Moore de Peralta, A. (2020). Do servant, transformational, transactional, and passive-avoidant leadership styles influence mentoring competencies for faculty? A study of a gender equity leadership development program. *Human Resource Development Quarterly*. 32 (1), 55-75.
10. **Carter, A.D.**, Sims, C., & Moore de Peralta, A. (2020). Blazing the trail: A qualitative case study of mentoring in a gender equity leadership development program. *The Journal of Business Diversity*, 20(2), 35-49.
11. Sims, C., **Carter, AD.**, Frady, K., Moore de Peralta, A., Hofrova, A., & Brown, S. (2020). Furthering women faculty in higher education leadership roles: A human performance case study. *Performance Improvement Quarterly*.
12. Sims, C., & **Carter, AD.** (2019). Revisiting Parker and ogilvie's model of African American executive leadership. *Journal of Business Diversity*, 19(2).
13. Sims, C., **Carter, AD.**, Gong, T., & Hughes, C. (2019). Gender, identity, and the authentic leadership of small businesses. *International Leadership Journal*.

Peer Reviewed Book Chapters

1. Klar, H., Paufler, N. , **Carter, A.D.** (in press). Coaching and improvement science in a leadership coaching community. In Leithwood, K., and Quing, G. (Eds) *Educational Leadership Preparation and Development: An international perspective*.

2. **Carter, A.D.** & Stokowski, S. (in press) Sport Organizations and Diversity, Equity, Inclusion, and Belonging. In Sanderson, J. (Ed.) *Organizational Communication & Sport: Connections, Applications, and Opportunities*. Lexington Press.
3. Klar, H., Paufler, N., **Carter, A.D.**, & Purser, S. (in press). Filling the Gap: Rural School Leadership Development for Increased Teacher Retention in a University-District Partnership. In Liu, P., and Gurr, D. (Eds.). *Educational Leadership Preparation and Development: An International Perspective*
4. **Carter, A.D.** (2022). Connecting the pieces: Taking an active learning constructivist approach to graduate instruction through an online jigsaw activity. In Blessinger & Enakshi Sengupta (Eds.). *Innovations in Higher Education Teaching and Learning (IHETL): Changing the Conventional Classroom*. Emerald Group Publishing.
5. **Carter, A.D.**, Sims, C.M., Hutchins, H. & Williams, Jr., M. (2022). *Coaching the Imposter: Developing Emerging Leaders as They Negotiate Identity Amidst Imposter Concerns*. Connecting and Relating: HRD Perspectives on Developmental Relationships. In Hutchins, H. & Ghosh, R., (Eds.). Palgrave Macmillan. p. 65-95.
6. Sims, C. & **Carter, A.D.** (2022) *The Radical Possibility in Becoming Black Women Leaders*. In Lewis., C & Moore, J. (Eds). *African American Female Students in PreK-12 Schools and Beyond: Informing Research, Policy, and Practice*. Emerald Publishing series: Advances in Race and Ethnicity in Education.
7. Sims, C., **Carter, AD.**, Moore de Peralta, A., Hofrova, A., & Brown, S. (2020). Advancing gender equity through mentoring and leadership development: a human performance technology case study. In Burns, N. & Van Tiem, D. (Eds). *Cases on Performance Improvement Innovation*. IGI Global, Hershey, PA.
8. **Carter, A.D.** (2018). What can be learned from action learning coaching? Learning journeys of novice action learners and their coach [Special Issue]. *Action Learning: Research & Practice: Join the Conversation on the Relationship between Action and Learning*, v16 n1 p23-36
9. **Carter, A.D.** (2017). *Action Learning Coaching: A Practical Model for Emergent Leader Development*. T.A. Mapotse (Ed). *Cross-Disciplinary Approaches to Action Research and Action Learning*. IGI Publishing. p. 40-61.

Peer Reviewed Publications in Practitioner Journals

1. **Carter, A.D.**, Stokowski, S., & Arthur-Banning, S. G. Corr, L., & Godfrey, M. (2023). Involving athletes: Implementing a human resource development approach among the NCAA and member institutions. *Journal of NCAA Compliance*.
2. Priddy, T.N., Bacon, J.L., Meaders, J.L., He, W., Burruss, T.D., & **Carter, A.D.** (2023). Learning for change at Netflix: Stacy's leadership within a changing environment. *Sage Business Cases*. SBC-23-0257.
3. Sutton, K., Godfrey, M., Arthur-Banning, S. G., **Carter, A. D.**, & Stokowski, S. (2021). A case study of ACC network fall programming during COVID-19. *Kentucky SHAPE Journal*, 59(1), 33-47.

Non Peer Reviewed Publications

1. **Carter, A.D.** (2020). Preparing for Uganda: Anticipating the intersections of gender, race, and nationality in transcultural leadership development research. Advance. Sage Preprint. <https://doi.org/10.31124/advance.13268867.v1>
2. Sims, C., **Carter, A.D.**, & Brown, S. (2020). Instructor Guide, TIGERS ADVANCE Trailblazers: Provost's Mentoring Initiative for Faculty https://tigerprints.clemson.edu/tigers_adv/. Session 1, Gender Equity Case Study, and Introduction to Action Research
3. Sims, C., **Carter, A.D.**, & Brown, S. (2020). Instructor Guide, TIGERS ADVANCE Trailblazers: Provost's Mentoring Initiative for Faculty https://tigerprints.clemson.edu/tigers_adv/ Session 2, Mentoring (Hierarchical & Mutuality) & Adaptive Leadership
4. Sims, C., **Carter, A.D.**, & Brown, S. (2020). Instructor Guide, TIGERS ADVANCE Trailblazers: Provost's Mentoring Initiative for Faculty https://tigerprints.clemson.edu/tigers_adv/. Session 3, DISC Communication & Leadership & Implicit Bias
5. Sims, C., **Carter, A.D.**, & Brown, S. (2020). Instructor Guide, TIGERS ADVANCE Trailblazers: Provost's Mentoring Initiative for Faculty https://tigerprints.clemson.edu/tigers_adv/. Session 5, Servant and Social Justice Leadership, Servant Leadership Case Study .
6. Sims, C., **Carter, A.D.**, & Brown, S. (2020). Instructor Guide, TIGERS ADVANCE Trailblazers: Provost's Mentoring Initiative for Faculty https://tigerprints.clemson.edu/tigers_adv/. Session 6, Negotiation with Case Study .
7. Sims, C., **Carter, A.D.**, & Brown, S. (2020). Instructor Guide, TIGERS ADVANCE Trailblazers: Provost's Mentoring Initiative for Faculty https://tigerprints.clemson.edu/tigers_adv/. Session 8, Gender Equitable Workload Distributions.
8. Sims, C., **Carter, A.D.**, & Brown, S. (2020). Instructor Guide, TIGERS ADVANCE Trailblazers: Provost's Mentoring Initiative for Faculty https://tigerprints.clemson.edu/tigers_adv/. Session 9, Action Research Project Presentation.

Publications Accepted

1. **Carter, A.D.**, & Stokowski, S. (2025) Universal Design for Inclusive Leadership: Relational and Feminist Mentoring in Special Olympics Leadership Academy. In Ghosh, R. & Kumar, P. (Eds.) Unraveling the Tapestry of Traditional, Relational and Multicultural Feminist Mentoring Frameworks.
2. Sisco, S., **Carter, A.D.**, Bohonos, J., & Wicker, C. (2025). Race and racism research in HRD: An integrative literature review. University Forum for Human Resource Development Conference Proceedings.
3. Lundgren, H., **Carter, A.D.**, & Klein, E. (2025). Cultural competence in coaching: A structured literature review. University Forum for Human Resource Development Conference Proceedings.

Publications In Review

1. Paufler, N, Klar, H., **Carter, A.D.**, & Purser, S. (2025). Enabling agents of change: Applying leadership coaching and improvement science to localized problems of practice. AERA 2025
2. Sims, C.M., **Carter, A.D.**, Ghosh, R., & Manongsong, A. (Revise and Resubmit). The critical theory of leadership identity development. *Human Resource Development Review* (manuscript ID HRDR-23-0106).
3. Sims, C.M. & **Carter, A.D.** (Revise and Resubmit). Accelerating intercultural competency development in graduate students using virtual peer mentoring: A quasi-experimental pretest-posttest design study. *Human Resource Development Quarterly*

Unpublished Works- Working Paper or In Preparation

1. Sipe, S., **Carter, A.D.**, Lamboy Ruiz, M., Moss, S. Navigating Diversity: An In-Depth Exploration of University Students' Perspectives on Racial and Color-based Workplace Challenges. *Equity, Diversity, and Inclusion Journal*.
2. Sisco, S., **Carter, A. D.**, & Nandyal, N. "There has to be someone else who steps up to the plate": Women faculty of color navigating institutional responses during the racial reckoning. *New Horizons*.
3. Sisco, S., **Carter, A. D.**, Evan, R., Verret, D., & Fashant, C. "Protecting the system while trying to change it': Exploring the paradoxical realities experienced by White DEI practitioners. *Academy of Management Perspectives*.
4. Sisco, S., **Carter, A. D.**, Eunbi, S., Verret, D., & Bohonos, J. Race-consciousness & Indigeneity in Human Resource Development: Exposing the Racialization Within Our Communities and Organizations. *HRDQ*
5. **Carter, A.D.**, Klar, H., Paufler, N., Purser, S. & Bowers, N. "It's changed how I lead": Developing leadership coaches in a leadership coaching community. *International Journal of Coaching and Mentoring in Education*.
6. **Carter, A.D.**, Sims, C. , & Brown III, S. Patching the leaky pipeline: evaluating a gender equity focused faculty leadership development program. *Studies in Educational Evaluation*
7. Paufler, N.A., Klar, H. W., **Carter, A. D.**, Purser, S. E.. "Using Improvement Science to Increase Teacher Retention: Leadership Development through Coaching and Community". *Journal of Education Administration*.
8. **Carter, A.D.** & Sembajwe, R.. Leading Voices: Coaching for Empowerment among rural Kenyan Women Entrepreneurs.
9. **Carter, A.D.**, Stewart-Tillman, K. & Sims, C. Intercultural organization development: A case study on the systemic implementation of the Intercultural Development Inventory at a research-intensive institution.
10. **Carter, A.D.** & Sims, C.M. Leadership anytime, anywhere? Critically examining adaptive leadership and Black women higher education administrators' experiences.

Editorships

1. **Editorial Board Member**, *Advances in Developing Human Resources Journal*; 2024-present
2. **Co-Editor**, Special Issue on Women of Color and Leadership (April 2022). Sims, C. & **Carter, A.D.** [Eds]. *Advances in Developing Human Resources (ADHR)*. Sage.

National and International Conference Presentations

1. Sisco, S., & **Carter, A.D.** (August 2024). Indigenous and Cultural Knowledge in the Workplace: Navigating Racialized Organizations. Annual Meeting of the Academy of Management, New Orleans.
2. Sisco, S., Fashant, **Carter, A.D.** & Evan (August 2024). Exploring Race -Conscious Allyship: Diversity Management through the Experience of White DEI Practitioners. Annual Meeting of the Academy of Management, New Orleans.
3. Sisco, S., **Carter, A.D.**, Bohonos, J., & Verret, D. (June 2024). Race and racism research in HRD: An integrative literature review. UFHRD Portugal Conference.
4. Lundgren, H., **Carter, A.D.**, & Klein, E. (June 2024). Cultural Competence in Coaching: A structured literature review. UFHRD Portugal Conference.
5. Paufler, N.A., Klar, H. W., Purser, S. E., **Carter, A. D.**, Bowers, N., Delaney, M., & Bagley, B (April 2024). *"Beyond Fly by the Seat of Your Pants Improvements: Using Improvement Science to Lead Change*. AERA, Philadelphia, PA.
6. Sisco, S., Nandyal, N., & **Carter, A.D.** (April 2024). Women faculty of Color (Dis)engagement in Institutional Racial Reform. AERA 2024, Philadelphia, PA.
7. Sisco, S., **Carter, A.D.** & Gonzales Reyes, E. (February 2024) Indigenous and Cultural Knowledge at Work: Navigating Racialized Organizations. Academy of Human Resource Development (AHRD) 2024 International Research Conference.
8. Feng, Y. & **Carter, A.D.** (February 2024). Employers' Perspectives on Facilitators to Employment for Young Adults With Intellectual Disability. Academy of Human Resource Development (AHRD) 2024 International Research Conference.
9. Sisco, S. & **Carter, A. D.** (September 2023). Institutional Responses and Faculty of Color Reactions to Civil Unrest Incited By Racial Injustice. AAACE 2023 Annual Conference. Lexington, KY.
10. **Carter, A.D.** (April 2023). Did the Pipeline Hold? Measuring Leadership Mobility for Women Faculty Participating in a Gender Equity Focused Leadership Development Program. Clemson University Faculty Advancement Office.
11. Johnson B., Ackley, C., Terry S., Thomas X., Evatt L., Yeargin III, R., & **Carter. A.D.** (April 2023) (April 2023) It made me a better person and leader: a qualitative exploration of Clemson football's PAW

Journey. College Sports Research Institute, University of South Carolina Conference. Poster Presentation

12. **Carter, A.D.** (March 2023). Panelist, Picture a Scholar Women's Symposium, Faculty Mentoring Best Practices. Clemson, SC.
13. Sisco, S., **Carter, A.D.** (March 2023). Navigating tokenism through in-group social learning and networking: Experiences among BIPOC women faculty. AHRD 2023 International Conference, Minneapolis, MN. Poster Presentation
14. Paufler, N., Klar, H., Roper, C., **Carter, A.D.**, Purser, S., & Bagley, B. (February 2023) Coaching and Improvement Science in a Professional Community: Leadership Development for Retaining Teachers and Increasing Achievement in Rural Schools. 35th conference of South Carolina Educators for the Practical Use of Research (SCEPUR), Columbia, S.C.
15. **Carter, A.D.** (September 2022). Diversity Intelligent (*DQ*) Leadership Coaching: How to design, implement, and evaluate diversity intelligent programs. HRO Today Conference, Atlanta, GA
16. **Carter, A.D.**, (June 2022). *We are therefore I am*. International Leadership Association 2022 Women's Leadership Conference. Portsmouth, UK
17. Sims, C.M., **Carter, A.D.** (March 2022) *Testing the critical theory of leadership identity development*. AHRD 2022 International Conference.
18. Sims, C.M., **Carter, A.D.** (March 2022). *The Color of Leadership*. AHRD 2022 International Conference.
19. **Carter, A.D.**, Greer, T., McDonald, K., Rosenbusch, K., Schuck, B., (February 2021). *Does the shoe fit? Finding the perfect position in academia*. AHRD 2021 International Conference.
20. **Carter, A.D.** (March 2020). *Teaching Leadership & Embedding Diversity on the Online Classroom*. Diversity in Education Summit, Spartanburg, SC
21. **Carter, A.D.**, Sims, C.M. & Williams Jr., M. (March 2020). *Cross Cultural Communication*. Men of Color National Summit, Greenville, SC
22. **Carter, A.D.**, Sims, C.M. & Moore de Peralta, A. (February 2020). *Blazing the Trail: A Qualitative Study of Mentoring in a Gender Equity Leadership Development Program*. AHRD 2020 International Conference, Atlanta, GA
23. Sims, C.M., **Carter, A.D.**, & Moore de Peralta, A. (February 2020). *Do some leaders mentor better than others? A study of leadership style on mentor competency in a gender equity leadership development program for faculty*. AHRD 2020 International Conference, Atlanta, GA
24. **Carter, A.D.**, Moore de Peralta, A.C., & Sims, C.M (February 2020). *Blazing the Trail: A Qualitative Study of Mentoring in a Gender Equity Leadership Development Program*. Clemson Women's Leadership Conference. Clemson, SC
25. Sims, C. & **Carter, A.D.** (February 2019). *Revisiting Parker & Oglive's Model of African American Women's Leadership*. AHRD 2019 International Conference

26. **Carter, A.D.** (December 2018). *Constructivist Approaches to Online Education*. Clemson Teaching Conference, Clemson, SC.
27. **Carter, A.D.** (October 2018). *Using Action Learning Coaching to Develop Authentic Millennial Leadership*. International Leadership Association Conference, Miami, Florida
28. Sims, C. & **Carter, A.D.** (October 2018). *Furthering Women Faculty in Higher Education Leadership Roles: A Case Study*. International Leadership Association Conference, Miami, Florida
29. Sims, C. & **Carter A.D.** (April 2018). *Using Adaptive Leadership to Foster Change*. Men of Color National Summit, Greenville, SC
30. **Carter, A.D.** (March 2018). *Curricular Models of Culturally Competent Leader Development*. AHRD 2018 International Conference
31. **Carter, A.D.** (February 2017). *Leadership Coaching*. AHRD 2017 International Conference.
32. **Carter, A.D.** (March 2016). *Enabling the Shoemaker's Children: Building the Capacity of Novice Human Resource Development Practitioners through Action Learning Coaching*. AHRD 2016 Conference
33. **Carter, A.D.** (September 2014). *Action Learning for Novice Development*. AAACE 2014 Conference

Keynotes, Invited Lectures, Presentations & Workshops

1. Organization Development at Farm Credit. Keynote speaker (July 2024). AgFirst Career Café Learning Summit, New Orleans, LA.
2. Developmental Relationships: Helping You Thrive. (March 2024) Presentation to the STEM Equity Academy. Clemson, SC.
3. Developmental Relationships: Helping You Thrive. (March 2024) Presentation to the Women's Roundtable. Clemson, SC.
4. HRD Program Marketing Best Practices (February 2024). Presentation to AHRD PEN Network, Washinton, D.C.
5. Change and Organization Development (October 2023). Panelist for ATD South Carolina Conference. Columbia, SC.
6. Facilitator Session (September 2023). Clemson University Police Department Community Listening Session. Clemson, SC.
7. Immunity to Change Workshop (June 2023). Public Safety Leadership Development Series- Clemson University Police Department, Clemson, SC.
8. A Closer Look at Inclusion: Identity, Intersectionality, Implicit Bias, and Microaggressions. (March 2023). Presentation at Special Olympics Leadership Academy, Manilla, Philippines

9. The Culture Code: How to be an Effective Intercultural Communicator. (March 2023). Workshop for Peer & Wise, Clemson, SC.
10. How to Have Difficult Conversations. (March 2023). Workshop at Clemson University STEM Academy, Clemson, SC.
11. Change at Church: Using Lewin's Three Step Model to Implement Organization Development. (February 2023). Presentation to Pennsylvania Pastor Group. Virtual.
12. Developmental Relationships: Creating a Board of Directors to Help You Thrive. (January 2023). Presentation to Clemson Women's Leadership Roundtable, Clemson, SC.
13. Sexism and Gender Equity. (November 2022). Presentation to Connect for Inclusion for Clemson University Finance and Operations Leaders, Clemson, SC.
14. Inclusive Leadership Education Through Relational Mentoring. (September 2022). Special Olympics Leadership Academy, ADR REAL Lunch, Clemson, SC.
15. Public Safety Leadership Development Series-Immunity to Change Workshop. (April 2022). Clemson University Police Department, Clemson, SC.
16. How to be an Effective Cross-Cultural Leader. (March 2022). Clemson Women's Leadership Conference, Clemson, SC.
17. Code Switching Workshop. (February 2022). Presentation to Peer & Wise, Clemson, SC.
18. Sexism and Gender Equity. (October 2021). Presentation to Connect for Inclusion for Clemson University Finance and Operations Leaders, Clemson, SC.
19. The Leadership Journey of Emerging Teacher Leaders. (September 2021). 2021 COE Teaching Fellows, Clemson, SC.
20. Imposter Phenomenon & the Courage of Confidence. (September 2021). Baylor School of Medicine Faculty Engagement and Development. Virtual .
21. Yes, Me, I am a Leader. (June 2021). Clarkston University ADVANCE Faculty Development Workshop. Virtual.
22. Public Safety Leadership Development Series-Immunity to Change Workshop. (June 2021). Clemson University Police Department, Clemson, SC.
23. Mentoring Program Training. (June 2021). Clemson University Police Department Officers, Clemson, SC.
24. Testing the Critical Theory of Leadership Identity Development: A Mentoring Experiment. (March 2021). STEM Faculty with Minoritized Identities, REAL Lunch, Clemson, SC.
25. Code Switching Workshop. (February 2021). Presentation to Peer & Wise, Clemson, SC.
26. Inclusive Language Workshop. (February 2021). Clemson University Athletic Department, Clemson, SC.

27. Resolving Conflict Through Effective Communication. (January 2021). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
28. Sexism and Gender Equity. (November 2020). Presentation to Connect for Inclusion for Clemson University Finance and Operations Leaders, Clemson, SC.
29. Strategic Talent Development. (November 2020). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
30. Teamwork Makes the Dream Work. (November 2020). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
31. Conducting Leadership Development in a Virtual World. (October 2020). Presentation to the AHRD Leadership Special Interest Group. Virtual.
32. Immunity to Change. (October 2020). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
33. Action Research for Engineering Educators. (September 2020). Invited lecture in Engineering Education, Clemson, SC.
34. Emerging Teacher Leadership. (September 2020). Presentation to 2020 COE Teaching Fellows, Clemson, SC.
35. Creating an Organization that Builds Leadership. (August 2020). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
36. Organization Change. (June 2020). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
37. Imposter Phenomenon. (May 2020). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
38. Introduction to Leadership Coaching. (May 2020). Presentation to the Executive Director Leadership Institute, Spartanburg, SC
39. Sexism and Gender Equity. (January 2020). Presentation for Inclusive Excellence Certificate, Clemson, SC.
40. Action Research for Engineering Educators. (January 2020). Invited Lecture in Engineering Education Department, Clemson, SC.
41. To Resiliency & Beyond: Grit & Persistence for the HR Practitioner. (October 2019). Presentation to Clemson University Human Resource Department, Virtual.
42. Resume Workshop. (September 2019). Presentation to the Clemson University Department of Human Resources, Clemson, SC.
43. Effective Online Teaching Course Invited Speaker. (September 2019) Clemson, SC.

44. Teamwork Makes the Dream Work. (March 2019). Presentation to MHRD Professional Development Program, Virtual.
45. Developing the Leader Within. (January 2019). Association for Talent Development (ATD) Midlands Chapter, Greenville, SC.
46. How to Run Effective Meetings (January 2019). Presentation to The President's Leadership Institute, Clemson, SC.
47. Authentic Leadership. (January 2019). Presentation to MHRD Professional Development Program. Virtual.
48. Sexism and Gender Equity. (November 2019). Presentation for Inclusive Excellence Certificate
49. Immunity to Change Workshop. (October 2018). Presentation to MHRD Professional Development Program, Clemson, SC.
50. How to Conduct Successful Meetings. (October 2018). Presentation to the President's Leadership Institute, Clemson, SC.
51. The E-Shaped Leader and Other Trends in Leader Development. (February 2018). Presentation to MHRD Professional Development Program. Virtual.
52. Immunity to Change. (November 2017). Workshop for the President's Leadership Institute, Clemson, SC.
53. Imposter Syndrome (Fighting the Imposter Monster). (January 2017). Presentation to Mercer University Human Resource Management program, Atlanta, GA.
54. Emergent Leader Coaching. (November 2016). Graduate student workshop at University of Georgia LLOD program., Athens, GA.
55. Action Learning Coaching. (September 2016). Graduate student workshop at University of Georgia LLOD program, Athens, GA
56. What is Learning, Leadership & Organization Development? (May 2016). Association for Talent Development (ATD) Atlanta Chapter, Atlanta, GA.
57. Action Learning and Novice Induction in the Workplace. (January 2016). Graduate student workshop at University of Georgia LLOD program
58. Imposter Phenomenon. (November 2015). Presentation to graduate student workshop at University of Georgia LLOD program, Athens, GA
59. Action Research. (October 2015). Graduate student workshop at University of Georgia LLOD program, Lawrenceville, GA.
60. Action Learning for Novice Development. (March 2015). Presentation to Association for Talent Development (ATD) Middle Tennessee Chapter Board of Directors, Nashville, TN.

61. Instructional Design Best Practices. (May 2014). Presentation to Association for Talent Development (ATD) Middle Tennessee Chapter, Nashville, TN.

Leadership Development & Professional Learning Facilitation

- **Keynote Speaker**; AgFirst Learning Conference; July, 2024; New Orleans, LA.
- **Leadership Development and Organization Change**; Pennsylvania Pastors Group; February 2023. Virtual.
- **Intercultural Development Inventory Facilitator**; Clemson University; 120 hours; September 2020- present; Virtual.
- **Leadership Development Program Coordinator and Facilitator**; Trailblazers Provost's Faculty Leadership Development; Cohorts 2-5; 360 hours; September 2018-May 2022, Clemson, SC.
- **Leadership Development Facilitator**; Clarkston University ADVANCE Faculty; June 2021; Virtual.
- **Leadership Development Facilitator**; Executive Director Leadership Institute; 40 hours; November 2020-August 2021; Spartanburg, SC.

Coaching Practice

- **Career and Leadership Coach**; Clemson University Women's Roundtable Cohort 2; 16 hours; March 2024-June 2024; Clemson, SC.
- **Executive Coach**; Diversity Women's Business Leaders; 8 hours; September 2022; Virtual.
- **Coach Educator**; WPEC Coaching Cohort Leaders Center of Excellence; 210 hours; June 2021-present; Clemson, SC.
- **Leadership & Executive Coach**; Clemson University President's Leadership Institute; 251 hours; 2018-present; Clemson, SC.

Mentoring Program Design, Training and Facilitation

- **Mentoring Program Facilitator**; Clemson University Libraries; 8 hours; November 2023-May 2024, Clemson, SC.
- **Mentoring Program Trainer**; Clemson University Police Department; 2 hours; June 2021; Clemson, SC.
- **Mentoring Program Designer**; Special Olympics Leadership Academy; 25 hours; September 2020-August 2023; Panama City, Panama, Manilla, Philippines, Clemson, SC.
- **Mentoring Program Designer and Facilitator**; Trailblazers Provost's Faculty Leadership Development; Cohorts 2-5; 40 hours; September 2018-May 2022, Clemson, SC.

Consulting

- **Research Consultant**; International Coaching Federation; Coach Assessor Audit Project, 2024-present.
- **Research Consultant**; International Coaching Federation; Credentialing Model; 2024.
- **Research Consultant**; International Coaching Federation; DEIB Scorecard; 2022-2024.
- **Intercultural Development Inventory (IDI) Consultant**; Clarkson University DEI Staff; January 2022.
- **Research Consultant**; International Coaching Federation; Member Demographics Project; 2022.

Teaching

Classes Taught at Clemson University

- HRD 8100 Foundations of HRD Leadership*
- HRD 8120 Intercultural Workplace Learning Leadership
- HRD 8130 Foundations of Coaching and Mentoring*
- HRD 8200 Human Performance Improvement
- HRD 8250 Organization Development*
- HRD 8300 Foundations of Human Resource Development
- HRD 8450 Evaluation of Training and Development
- HRD 8470 Instructional Systems Design
- HRD 8700 Consulting for Education and Industry
- HRD 8820 Knowledge Management
- EDL 8550 Leadership Coaching for School Improvement*
- EDL 8850 Advanced Qualitative Methods

Classes Taught at University of Georgia

- LLOD 8300 Organization Development
- LLOD 8210 The Practice of Action Research
- LLOD 8220 Leading Change in Organizations
- LLOD 8205e Leading From Within: Developing Personal & Interpersonal Leadership Capacity
- LLOD 7040e Training Design and Delivery
- EDAU 7650e LLOD Capstone
- EADU 8620e Adult & Continuing Education Administration
- EADU 9620 Qualitative Data Analysis
- ERSR 7250e Program Evaluation
- FYOS 1001 First Year Seminar-Teamwork*
- FYOS 1001 First Year Seminar-Leadership*
- QUAL 7800 Qualitative Data Analysis

*Developed New Course

Graduate & Doctoral Student Advising

Doctoral Dissertation Committee Chair

- Kyra Lobbins; PhD in Educational Leadership (EDLE-E); defended 2023

Doctoral Dissertation/Master's Thesis Committee Members Completed

- Ellen Borland; EdD in Education Improvement Science (EDIS); 2023
- Ashley Vaughn; EdD in Education Improvement Science(EDIS); 2021
- Stacy Scott; PhD Architecture; 2023
- Jordan Hudson; EdD College of Education; 2023
- Joshua Young; EdD; College of Education; 2021
- Keomba McNeely; MS Thesis Agriculture Education; 2020
- Muri Mata Howle; PhD in Educational Leadership (EDLE-E); 2020
- Dionne Holt; MS Thesis College of Education; 2020

Doctoral Committee Members In Progress

- Katelyn Radford; PhD in Educational Leadership (EDLE-E); 2024-present
- Maurice Williams; PhD in Educational Leadership (EDLE-E); 2024-present
- Wallace Cobbs; PhD in Educational Leadership (EDLE-E); 2023-present
- Tiffany Osborne; PhD in Educational Leadership (EDLE-E); 2022-present
- Brandi Douglas; PhD in Educational Leadership (EDLE-E); 2022-present
- Ginny Gast; EdD in Education Improvement Science (EDIS); 2022-present
- Tiffany Osborne; EdD in Education Improvement Science (EDIS); 2021-present

National and Professional Service

National Service

- **Member, Mentoring SIG;** American Educational Research Association; 2024-present
- **Ambassador;** Academy of Human Resource Development Conference; 2024
- **Board Member;** International Coaching Federation Diversity Council; 2022-2024
- **Member;** Graduate School Alliance for Education in Coaching ; 2022-present
- **Track Co-Chair;** Academy of Human Resource Development Conference (*Critical, Social Justice, and Diversity Track*); 2021
- **Track Co-Chair;** Academy of Human Resource Development Conference (*Emerging Issues in Organizations, Communities, and Societies*); 2020
- **Session Host;** Academy of Human Resource Development; 2021

- **Journal Reviewer;** Human Resource Development Review Journal ; 2018-Present
- **Conference Paper Reviewer;** Academy of Human Resource Development ; 2016-2020
- **Session Host;** Academy of Human Resource Development; 2016
- **Peer Mentor;** Academy of Human Resource Development ; 2015-2017
- **Member Leadership SIG;** Academy of Human Resource Development; 2015-Present
- **Member, Diversity SIG;** American Association for Adult and Continuing Education ; 2014-2017
- **Member;** Association for Talent Development (ATD); 2013-Present

University-wide Service

- **Steering Committee Member;** Clemson University ADVANCEMENT office; 2023-present
- **Search Committee Chair;** Director of Graduate School Admissions; 2023
- **Search Committee Member;** Assistant Director ADVANCEMENT Mentoring, 2023
- **Search Committee Member;** Director ADVANCEMENT Office; 2022
- **Chair;** Commission on the Black Experience, Clemson University; 2022-2024
- **Vice Chair;** Commission on the Black Experience; 2020-2022
- **Commissioner;** Commission on the Black Experience; 2017-present
- **Task Force Member;** President's Social Justice and Equity Taskforce; 2020

Department-Wide Service

- **Search Committee Chair;** MHRD Assistant Professor, 2023-2024
- **Search Committee Chair;** MHRD Clinical Assistant Professor; 2022-2023
- **Search Committee Member;** MEDS Professor of Practice; 2021-2022
- **Search Committee Member;** EDHC Clinical Assistant Search 2021-2022
- **Search Committee Member,** MHRD Associate Professor; 2019-2020
- **Search Committee Member;** EOLD Chair Search; 2019-2020
- **Search Committee Member;** P-12 Assistant Professor; 2018-2019

- **Search Committee Member**; EOLD Chair Search; 2018-2019

Program Service

- MHRD Program Coordinator; Master of Human Resource Development, Clemson University ; 2021-Present
- Program Rebranding from Adult Education to Learning, Leadership & Organization Development, University of Georgia ; 2015-2017