
Academic Identification

Associate Professor, August 2021 to present

Assistant Professor, August 2014 to August 2021

Human Resource Development, Department of Educational and Organizational Leadership
Development, College of Education, Clemson University, Clemson, SC

ORCID iD <https://orcid.org/0000-0002-7195-9943>

Google Scholar <https://scholar.google.com/citations?user=8x9yOgYAAAAJ&hl=en>

NSF ID 000833589

Academic Background/Degrees

Doctor of Philosophy, 2014

Organizational Leadership, University of Maryland-Eastern Shore, Princess Anne, MD

Sims, C. (2014). *Exploring the authentic leadership of small business owners: Understanding its antecedents and outcome* (Doctoral dissertation). University of Maryland Eastern Shore, Princess Anne, MD. [HTTPS://TIGERPRINTS.CLEMSON.EDU/ED_ORG_LDRSHP_PUB/1](https://tigerprints.clemson.edu/ed_org_ldrsHP_PUB/1)

Master of Education

Human Development, Harvard University School of Education, Cambridge, MA

Bachelor of Science

Psychology, Lake Forest College, Lake Forest, IL

Research

Publications

Published Works

15. **Sims, C.**, Morris, L, Sparkman, T. E., Cater, A., & Durojaiye, A. (in press). On Black Male Leadership: A Study of Leadership Efficacy, Servant Leadership, and Engagement Mediated by Microaggressions. In *Developing Black Male Leaders in Organizational and Institutional Contexts--where is HRD? [Special Issue]. Advances in Developing Human Resources.* 10.1177/15234223211037753
14. **Sims, C.** & Carter, A. (in press). 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.*
13. Carter, A., **Sims, C.**, Hutchins, H., & Williams, M. Jr. (in press). Coaching the Imposter: How emerging leaders negotiate identity amidst imposter concerns. Ghosh, R & Hutchins, H.M., (Eds.), *HRD Perspectives on Developmental Relationships – Connecting and Relating at Work.* Palgrave Macmillan.
12. **Sims, C.**, Carter, A., Moore de Peralta, A., Hofrova, A., & Brown, S. (2021). Advancing Gender Equity Through Mentoring and leadership Development: A Human Performance Technology Case Study. Khosrow-Pous, M Clarke, S., Jennex, M. E., & Anttiroiko, A (Eds.), *Research Anthology on Challenges for Women in Leadership Roles*, IGI Global, 658-682. doi:10.4018/978-1-7998-8592-4
11. **Sims, C.**, Carter, A., 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.* doi:10.1002/piq.21353

10. **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, 31(4)*, 1-21. doi: 10.1002/hrdq.21408
9. Carter, A., **Sims, C., & Moore de Peralta, A. (2020).** Blazing the trail: A case study on mentoring in a gender equity leadership development program. *Journal of Business Diversity, 20(2)*, 35-49.
8. **Sims, C., Carter, A., 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*. (pp. 101-125). Hershey, PA: IGI Global. doi: 10.4018/978-1-7998-3673-5
7. **Sims, C., & Carter, A. (2019).** Revisiting Parker and ogilvie’s model of African American executive leadership model. *Journal of Business Diversity, 19(2)*, 99-112. doi:10.33423/jbd.v19i2.2058
6. **Sims, C., Carter, A., Gong, T., & Hughes, C. (2019).** Gender, identity and the authentic leadership of small businesses. *International Leadership Journal, 11(2)*, 3-31.
5. **Sims, C. (2019).** Survey distribution methods – the pros and cons of using social media, professional organizations and E-mail distribution list: A case study of leadership research on small business owners and their direct reports. *Sage Research Methods Cases Part 2*. doi:10.4135/9781526478702
4. **Sims, C., & Morris, L. (2018).** Are women business owner’s authentic servant leaders? *Gender in Management: An International Journal (33)5*, 405-427. doi:10.1108/GM-01-2018-0003. Winner of Highly Commended, 2019 Emerald Literati Awards.
3. **Sims, C. (2018).** The Diversity Intelligent Servant Leader: Developing Leaders to Meet the Needs of a Diverse Workforce. *Advances in Developing Human Resources, 20(3)*, 313-330. doi:10.1177/1523422318778009
2. Hughes, C., Gosney, M. W., & **Sims, C. M. (2018).** Influencing people and technology using human resource development (HRD) philosophy. In M. Khosrow-Pour, (Ed.), *Encyclopedia of Information Science and Case Technology (4th ed., pp. 4326-4336)*. Hershey, PA: IGI Global. doi:10.4018/978-1-5225-2255-3.ch375
1. **Sims, C., Gong, T., & Hughes, C. (2017).** Linking leader and gender identities to authentic leadership in small businesses. *Gender in Management: An International Journal, 32(5)*, 318-329. doi: 10.1108/GM-06-2016-0121

Published Works, TigerPrints

Instructor Guides, TIGERS ADVANCE Trailblazers: Provost’s Mentoring Initiative for Faculty
https://tigerprints.clemson.edu/tigers_adv/

8. **Sims, C., Carter, A., & Brown, S. (2020).** Session 1, Gender Equity Case Study and Introduction to Action Research
7. **Sims, C., Carter, A., & Brown, S. (2020).** Session 2, Mentoring (Hierarchical & Mutuality) & Adaptive Leadership
6. **Sims, C., Carter, A., & Brown, S. (2020).** Session 3, DISC Communication & Leadership & Implicit Bias
5. **Sims, C., Carter, A., & Brown, S. (2020).** Session 5, Servant and Social Justice Leadership, Servant Leadership Case Study
4. **Sims, C., Carter, A., & Brown, S. (2020).** Session 6, Negotiation with Case Study
3. **Sims, C., Carter, A., & Brown, S. (2020).** Session 8, Gender Equitable Workload Distributions
2. **Sims, C., Carter, A., & Brown, S. (2020).** Session 9, Action Research Project Presentation
1. **Sims, C. (2014).** *Exploring the authentic leadership of small business owners: Understanding its antecedents and outcome* (Doctoral dissertation). University of Maryland Eastern Shore, Princess Anne, MD. [HTTPS://TIGERPRINTS.CLEMSON.EDU/ED_ORG_LDRSHP_PUB/1](https://tigerprints.clemson.edu/ed_org_ldrsHP_PUB/1)

Unpublished Works

- **Sims, C.** (2021). Expanding our Voices? A Decade of Research on African American Women and Leadership, A Meta-Analysis and Literature Review. Women of Color and Leadership [Special Issue]. *Advances in Developing Human Resources*. (Accepted, February 2021)
- **Sims, C., & Carter, A.** (Eds.) (2021). Preface, Women of Color and Leadership. Women of Color and Leadership [Special Issue]. *Advances in Developing Human Resources*. (Accepted, July 2020)
- **Carter, A., & Sims., C.** (Eds.) (2021). The hill we climb: Closing thoughts on the state of women of color leadership [Special Issue]. *Advances in Developing Human Resources*. (Accepted, July 2020)
- **Morris, L., & Sims, C.,** (Eds) (2021). Exploring Leadership in Social Media and Online Communities [Special Issue]. *International Journal of Social Media and Online Communities*. (Accepted, May 2020)
- **Sims, C., Carter, A., Moore de Peralta, A., Hofrova, A., & Brown, S.** (2020). *Furthering women faculty in leadership roles through mentoring: A human performance technology intervention research case study*. Submission planned 2020, journal to be determined.
- **Sims, C.** (2020). *Implementing a servant leadership approach to mentoring in higher education: A teaching case*. Submission planned 2020, journal to be determined.

Web Blog Posts

- **Sims, C.,** (2016, May). *Your Mother is Your First Leader*; (2016, July) *Do you know the answer to the one question that could make or break your career?* and (2016, September) *Examples from Toxic, Authentic, and Servant Leaders: What Motivates YOU to Lead?* Retrieved from <http://www.valencoreconsulting.com/#!blog>

Conference Presentations

Referred Presentations

13. **Sims, C., Carter, A. D., & DePeralta, A. M.** (2020). *Comparing servant to transformational leadership on eliciting mentoring skills, A study of a gender equity leadership development program for faculty*. Academy of Human Resource Development International Research Conference in the Americas, February 29, 2020, Atlanta, GA.
12. **Sims, C.** (2019). *Furthering women faculty in leadership roles: A human performance improvement case study*. International Society for Performance Improvement, 2019 Regional Symposium at the University of North Carolina, Charlotte, October 2019, Charlotte, NC.
11. **Sims, C.** (2019). *Furthering women faculty in leadership roles: A human performance improvement case study*. Academy of Human Resource Development International Research Conference in the Americas, February 2019, Louisville, KY.
10. **Sims, C.** (2019). *Revisiting Parker & ogilive's model of African American women executive leadership model*. Academy of Human Resource Development International Research Conference in the Americas, February 2019, Louisville, KY.
9. **Sims, C., & Carter, A.** (2018). *Women faculty in higher education leadership roles: A case study*. International Leadership Association Conference, October 2018, Palm Beach, FL.
8. **Sims, C.** (2018). *The Diversity Intelligent Servant Leader: Developing Leaders to Meet the Needs of a Diverse Workforce*. International Leadership Association Conference, October 2018, Palm Beach, FL.
5. **Sims, C. & Morris, L.** (2018). *Are Women Business Owners Authentic Servant Leaders?* International Leadership Association Conference, October 2018, Palm Beach, FL.
6. **Sims, C., & Carter, A.** (2018). *Using adaptive leadership to foster change*. Men of Color Summit, Clemson, University, April 2018, Greenville, SC.

5. Hughes, C., Knoepfel, R., **Sims, C.**, & Boettcher, M. (2017). *Coaching versus mentoring for junior faculty: What to do when the experts do not know that they are not experts*. Academy of Human Resource Development International Research Conference in the Americas, March 2017, San Antonio, TX.
4. **Sims, C.** (2016). *Managing interference between leader and gender identities: Determining an antecedent to the authentic leadership framework within U.S. small business owners*. Academy of Human Resource Development International Research Conference in the Americas, February 2016, Jacksonville, FL.
3. **Sims, C.** (2015). *Think leader, think woman? Role identities of women business owners, A qualitative study*. International Leadership Association Conference, October 2015, Barcelona, Spain.
2. **Sims, C.** (2015). *An Investigation of authentic leadership in TV portrayals of African American business women, A qualitative study*. International Leadership Association Conference, October 2015, Barcelona, Spain.
1. **Sims, C.** (2014). *Authenticity in Entrepreneurship Panel, Understanding the intersection of leadership and entrepreneurship*. International Leadership Association Conference, November 2014, San Diego, CA.

Invited Presentations

17. **Sims** (2020). *Advisors, mentors, coaches & sponsors*. Upstate Entrepreneur Ecosystem Workshop - Demystifying Mentoring. Virtual. October 22, 2020. Virtual. Greenville, SC.
16. Carter, A., & **Sims C.** (2020). *Conducting leadership development in a virtual world*. Presentation to the AHRD Leadership Special Interest Group, October 7, 2020. Virtual. Greenville, SC
15. **Sims, C.** (2020). *The network approach to mentors, sponsors, and coaches*. Presentation to the Center for Corporate Learning, May 7, 2020, Greenville, SC.
14. **Sims, C.** (2020). Panel Member, *Women in leadership positions in STEM*, Landscape in STEM Panel, National Scholar's Course, April 8, 2020, Clemson's Honor College, Clemson, SC.
13. **Sims, C.** *Millennials in the workplace*. Greenville Society of Human Resource Development, March 3, 2020, Greenville, SC.
12. Carter, A., **Sims, C.**, & Williams, M. (2020). *The culture code: How to be an effective intercultural communicator*. Men of Color National Summit, March 3, 2020, Greenville, SC.
11. Bohonos, J., Johnson-Bailey, J., & Victoria, N., & **Sims, C.** (2020). *Town Hall Forum: Leveraging emerging methodologies to challenge master narratives in HRD*. Academy of Human Resource Development, International Research Conference in the Americas, February 2020, Atlanta, GA.
10. **Sims, C.**, & Carter, A. (2020). *Sexism and gender inequality in the workplace*. Presentation to Connect for Inclusion for Clemson University Finance and Operations Leaders, January 16, 2020, Clemson, SC.
9. **Sims, C.** (2019). *The network approach to mentors, sponsors, and coaches*. Presentation to the Clemson Women's Affinity Group, December 12, 2019, Greenville, SC.
8. **Sims, C.** (2019). *Servant leadership*. Presentation to the Ethics and Cultural Connections doctoral students and faculty, Chicago School of Professional Psychology, September 17, 2019.
7. **Sims, C.** (2019). *Servant leadership*. Presentation to South Carolina Women in Higher Education (SCWE), 2019 Women of Color Workshop, September 13, 2019, Columbia, SC.
6. **Sims, C.** (2019). *Case study, the balancing act: Making tough decisions*, Search Advocate Program with the goal to promote equity in Clemson University faculty and staff searches, Offices of Inclusion and Equity and Human Resources, August 28, 2019, Clemson, SC.
5. **Sims, C.** (2019). *Spill the beans: Advisors, mentors, and sponsors*. Presentation to Clemson University graduate and postdoctoral scholars, Clemson 360, Clemson Graduate School, July 18, 2019, Clemson, SC.

4. **Sims, C.** (2018). *Using adaptive leadership to foster change*. CrossOver Scholars and Scholar Athletes, August 2018, Sacramento, CA (virtual).
3. **Sims, C.** (2018). *The multiplier effect of synergy on culture and strategy*. Flexographic Technical Association. FORUM 2018. May 2018, Indianapolis, IN.
2. **Sims, C.** (2017). *Leveraging the silver tsunami: Building effective mentoring programs that engage and retain mature workers*. Greenville Society of Human Resource Management, December 2017, Greenville, SC.
1. **Sims, C.** (2015). *Leadership and change*. Leadership Forum, Division of Student Affairs, April 2015, Clemson, SC.

Grants

Primary Investigator, 2020, Submission

Proposal Title: *Testing the Critical Theory of Leadership Identity Development: A Mentoring Experiment for STEM Faculty with Minoritized Identities*

Grant submission targeted: Funding Agency: National Science Foundation, EHR Core Research (ECR), STEM Learning and Learning Environments, Broadening Participation, and Workforce Development, Program Solicitation, NSF 19-508, Track II – Research on Broadening Participation in STEM. Due Date: October 1, 2020.

Budget: \$1,304,738, across 2 years

College of Education, 2019-20 ADR. Seed Grant Proposal Awarded, September 2019

Proposal Title: Testing the Critical Theory of Leadership Identity Development: A Mentoring Experiment for STEM Faculty with Minoritized Identities.

Grant submission targeted: Funding Agency: National Science Foundation, EHR Core Research (ECR), STEM Learning and Learning Environments, Broadening Participation, and Workforce Development, Program Solicitation, NSF 19-508, Track II – Research on Broadening Participation in STEM. Submission: October 1, 2020.

Role: Principle Investigator

Seed Grant Budget: \$13,606

Timeframe: January – July 2020

Status: Denied, plan to resubmit 2021

Sponsored Research Funding

Associate Director Clemson TIGERS ADVANCE, Fall 2016 to present

National Science Foundation. Clemson University *TIGERS ADVANCE Institutional Transformation at Clemson University*, 2016 to present. University's total increment award, \$1,355,893. EOLD, Department 0722, receipt and management since 2016, of \$22K payroll and non-payroll. Responsible for Goal 4: Leadership Development and Mentoring now known as Trailblazers: Provost's Leadership Development and Mentoring Initiative for Faculty.

Honors and Awards

- Emerald Literati Awards, 2019, Highly Commended Paper, "Are women business owners authentic servant leaders?" published in *Gender in Management: An International Journal*
- Nominated, Most Outstanding Women Award, Clemson University, 2018
- Most Outstanding Organizational Leadership Graduate, School of The Arts and Professions, University of Maryland Eastern Shore, December 2014
- First Destination Survey, recognized for making a big difference in a recent graduate's journey at Clemson, December 2019

Teaching

Master Human Resource Development, Clemson, University (Note: All classes are 3 hours, unless otherwise specified)

- 8110 Leading the Learning Organization
- 8200 Human Performance Improvement
- 8250 Organizational Performance Improvement
- 8300 Talent Management/ Concepts of Human Resource Development
- 8470 Instructional Systems Design
- 8600 Instructional Materials Development
- 8800 Research Concepts
- 8900 Human Performance Instrumentation (planned, Summer 2020)
- 8970 Applied Research and Development

Educational and Organizational Leadership

- 8850 Women and Leadership
- 9910 Doctoral Dissertation Research (1 credit hour)
- 9050 Theory and Practice in Educational Leadership

Advising Adjunct Professors in MHRD program

- 8820 Knowledge Management (Dr. Fowler, Summer 2020)
- 8200 Performance Improvement (Dr. Chelsea Waugaman Fall 2019; Summer 2020)
- 8820 Knowledge Management (Dr. Christiansen, Summer 2016)
- 8300 Talent Management (Dr. Chase, Fall 2016)
- 8470 Instructional Systems Design (Dr. Newmark, Spring 2017)
- 8700 Consulting for Education and Industry (Dr. Newmark, Summer 2017)

Service, Clemson University

Master of Human Resource Development (MHRD)

MHRD Graduate Program Coordinator, Fall 2015 to present August 2021

Increased enrollment from 38 in 2018 to 52 in 2019. Conducted regular meetings with faculty, student services coordinator, graduate school admissions, and department chair to manage the MHRD program which included: selecting program applicants, selecting visiting faculty, updating admission requirements, determining faculty course assignments, updating curriculum, reformatting on-line courses into half semester formats, developing a common template for all MHRD courses, developing the process and communication concerning how to apply and receive scholarship and financial awards, administered three student scholarships and, selecting graduate student senators.

Marketing efforts for the program include making regular updates to the MHRD program handbook, web pages and graduate school catalog. Co-coordinated and delivered monthly virtual and in-person program open houses and special topics for prospects, applicants, alumni and students including: *Attract and retain talent by leading meaningful change*, January, 2018, by Dr. Susan Masden; MHRD Fall Scholarship Breakfast, *Keynote*, September, 2018, by Dr. Richard Ray; *Navigating the leadership terrain of entrepreneurship – lessons, from the C-suite*, May, 2018, by Ms. Robin Bylenga; and, *MHRD Musing on Research, Trends, & Practice*, Dr. Laura Bierema, and Dr. Monica Fedeli, University of Padova, January 16, 2020.

Curriculum Development, Fall 2014 to present

Led and co-led the effort to revise the Master of Human Resource Program curriculum to ensure it was consistent with current industry and distant education standards. Created new program emphasis areas and created two new courses in Workplace Learning and Leadership. Planned and designed six courses in the new Canvas learning management system. Two courses were certified from Clemson Online. The revised curriculum titles include:

- 8200 Concepts of Human Resource Development (revised to include Critical Thinking from Clemson Thinks 2)
- 8200 Human Performance Improvement
- 8300 Talent Management (Clemson Online Quality Certification)
- 8470 Instructional Systems Design (Clemson Online Quality Certification)
- 8600 Instructional Material Development
- 8800 Research Concepts
- 8970 Applied Research and Development
- Developed new emphasis area – Workforce Leadership and Learning
- Created HRD 8110 Leading the Learning Organization
- Created HRD 8120 Intercultural Workplace Learning Leadership

Advising, 2015 to present

Assigned as the advisor to approximately 51 of the MHRD co-hort members. Also serve as chair, co-chair, and/or member of all MHRD master students. Developed a Canvas website – Master in Human Resource Development News and Notes to provide virtual orientation and ongoing information to existing MHRD students. Live and recorded webinars included: MHRD Orientation, IT Information, Clemson OnLine Orientation, overview of MHRD Handbook, MHRD Program Announcements for 2016-7 School Year, Center for Career and Professional Development, Orientation to Canvas, APA Style, Professional Associations, Orientation to Clemson Library Services, and Spring 2017 - MHRD Program Update.

Networking, 2016 to present

In 2016, developed a Linked In group to connect existing and current students and administer the Facebook group. Provide regular information of interest e.g., professional association and Clemson activities and programs.

Marketing, 2016 to present

- In person program presentations to Greenville and South Carolina SHRM (Society of Human Resource) conferences and Clemson University Employee Fair. Conducted and participated in virtual open houses via commercial webinar tools
- Worked with the vendor selected by the College of Education to establish a marketing process for the MHRD program to increase applications and enrollment. Collaborated on designing communication workflow and developing several solicitations, automatic email responses to program inquiries for suspects, prospects, applicants in progress, and applicants whose credentials are awaiting review
- Updated the HRD College of Education and Clemson on line pages
- Presented an in-person overview of the program to graduating seniors at The Johnson College of Business and Economics, University of South Carolina Upstate

Master of Human Resource Development New Student Orientation, 2015 to present

Planned and implemented the first and subsequent in-person, one-day, orientation programs for new and existing students in the MHRD program, August 2015, 2016 and 2017. Conduct virtual new student orientations each term.

Educational & Organizational Leadership Development, Clemson University

- Member, EOLD Advisory and Program Coordinators Committee
- Member, Educational and Organizational Leadership Curriculum Committee (2016-2019)
- Dissertation Chair, Alexander McCafferty, December 2019, *Using Activity-Based Costing to Inform Resource Allocation*
- Member Doctoral Committee, Monica Kosanovich, Preliminary Exam, Comprehensive Exam, and successful dissertation defense, September 2019, *Impacts of outcomes based funding on resource allocation: A case study of senior administrators in Colorado*
- Dissertation Chair, Po Hugh, successful dissertation defense, August 2018, *Exploring dynamics of international education and senior international office through a lens of complexity and network theories*

College of Education

Co-led, **College of Education's First Friday Mentoring** program, that consisted of 6 monthly, afternoon sessions for early career faculty, 2018/9.

Candidate Search

- **Quantitative Methodologist, Education and Human Development, 2021-22.**
- **Department Chair and Professor, Educational and Organizational Leadership, 2017-18, 2018/9.**
- **Quantitative Research Methodologist, Education and Human Development, 2017-18.**
Reviewed vitae, participated in initial interviews and in person interviews and contacted references.
- **Clinical Assistant Professor – Human Resource Development, 2016-2017**
Chaired the candidate search for the Clinical Assistant Professor, Human Resource Development. Prepared job description, identified committee members, completed diversity plan, partnered to populate position on Clemson's HR site and Interfolio website. Conducted committee meetings to review candidate credentials. Identified interview candidates. Conducted interviews and talked to references. Documented recommendations to the Chair.

Member, ETMSoE **Merit Ad-Hoc Committee** to identify meritorious academic work of faculty, Fall 2015 – Spring 2016.

University Level

Inaugural Diversity and Inclusion, Faculty Learning Community, Clemson University, 2018/20.

Clemson TIGERS ADVANCE, Trailblazers: Provost's Leadership Development and Mentoring Initiative for Faculty

Co-Lead of Program for cohorts: 2017-8 (30 Trailblazers and 22 Executive Mentors), 2018-9 (30 Trailblazers and 20 Executive Mentors), 2019-20 (28 Trailblazers and 24 Executive Mentors), and 2020-21 (21 Trailblazers and 21 Executive Mentors).

- Conducted literature review on leadership development and mentoring on women in STEM fields, higher education, and women in business
- Established an advisory group and conducted monthly meetings
- Completed the planning phase, needs analysis, and design phase of the leadership development curriculum and mentoring
- Developed three research proposals, completed IRB submission and created surveys
- Provide monthly updates and attend program meetings
- Presented to NSF program director and advisory group

- Developed leadership participants' application process using Interfolio
- Reviewed candidates and established a Trailblazer cohort with executive mentors
- Using the CANVAS learning management system, created a course with nine monthly 4-hour programs, 360 degree leadership assessment tools, and learning interventions
- Facilitated 8, 4-hour program sessions, and 6, 1-hour Pacesetter sessions (2017-8 only)
- Collected data for quantitative and qualitative research and program assessment
- Transitioned the program to a virtual format in Spring 2020. Added emotional intelligence.

Clemson University's Office of Human Resource

- Partnered with Clemson Human Resources to design and develop a New Supervisor Training program for faculty and administrative staff, spring 2016
- Partnered with Clemson Human Resources to research the design of a new performance management program for non-tenured staff, summer 2015

Service, Other

Academy of Human Resource Development

Board of Directors, Elected, January 2021

The key roles of the Board of Directors is to: Ensure fiscal stewardship of AHRD; set AHRD's strategic direction; serve as role models for research, practice, teaching, and service, as well as for promoting diversity, equity, and inclusion both within AHRD and the field of HRD; and, actively advance the work of AHRD.

Organizational Leadership, University of Maryland Eastern Shore

Served on research advisory committee for the doctoral proposal defense of

- Sondra Thomas-Debysingh, successful dissertation defense, July 2017, *The impact of perceived transformational leadership behavior, perceived job complexity on perceived job autonomy on employee engagement when mediated by an employee's job-based psychological ownership*
- Gilligan Morgan, successful dissertation defense, Spring 2019, *An examination of the relationship between perceived authentic leadership and innovative work behavior mediated by perception of organizational politics*
- Evaluated comprehensive exams of three doctoral students

The Chicago School of Professional Psychology

Served on research advisory committee for the doctoral proposal defense of

- Xiomara Smith, November 17, 2019. Proposal Defense. *Overcoming barriers to leadership: Perceptions of women of color executives in nonprofit organizations.*

Abilene Christian University, 2019 to present

EDD Dissertation Chair and Committee Member. Guide doctoral students on drafting the problem of practice, the concept proposal, the prospectus, the prospectus defense power point, the IRB Application, and the completed dissertation (chapters 4 and 5). Doctoral committees in progress include chair for four students and member of one student.

Professional Organizations

- Academy of Human Resource Development, Leadership Special Interest Group, Conference Event Coordinator
- Society of Human Resource, Greenville, SC, Professional Development Committee Member
- Association of Talent Development, Greenville, SC

- International Leadership Association
- International Society of Performance and Improvement

Professional Development, 2014 to present

- Meta-Analysis 110620, Statistics .com., Record of Completion, December 2020.
- DISC Practitioner Certification (Communication Assessment), March 2019.
- International Leadership Association, Women and Leadership Conference, Omega Institute, NY, Summer 2017.
- Academy of Management, Organizational Behavior Division, Junior Faculty Workshop, Anaheim, CA, Summer 2017.
- Clemson Thinks2, critical thinking program for faculty, Clemson, SC, Summer 2016.
- Introduction to Multilevel Analysis, Consortium for the Advancement of Research Methods and Analysis (CARMA), Columbia, SC, January 2017.
- Clemson Online Certification Course (CONCERT), Six-week course, Clemson, SC, 2015.
- Leadership Education Academy, Orlando, FL, June 2015.

Service, Field of Scholarship

Manuscript reviewer

2021

- *Gender in Management: An International Journal*, “Women’s Ways of Mentoring: Peer Group Mentorship as a Meaningful Developmental Experience”.

2020

- *Gender in Management: An International Journal*, “Gendered institutions and female entrepreneurship: A fuzzy-set QCA approach”.
- *New Horizons in Adult Education and Human Resource Development*, “Strengthening leadership development strategies using human resource development (HRD) communication channels, the integration of ethics and diversity, and diversity intelligence (DQ)”.

2019

- *Academy of Human Resource Development Conference, Leadership Track*, “Understanding how calling develops: A phenomenological study of millennials’ lived experience of discerning a calling through meaning-making” (research paper) and “Coping with challenges in leadership journey: An intersectional examination of minoritized women leaders lived experiences in academia” (poster session).
- *Gender in Management: An International Journal*, “Establishing the Effect of Government Support on the Relationship between Gender Egalitarian and Women Leadership Effectiveness among Public Universities”.

2018

- *Human Resource Development Review* “Force and inertia – Women’s leadership in male-dominated organizational cultures: A systematic review of the literature”.
- *Leadership & Organization Development Journal*, “Responsible leadership, affective commitment and intention to quit: An individual level analysis”.
- *Gender in Management: An International Journal*, “Establishing the Effect of Government Support on the Relationship between Gender Egalitarian and Women Leadership Effectiveness among Public Universities”.

2017

- *National Science Foundation*, The ADVANCE Resource Coordination Network.

- *New Horizons in Adult Education and Human Resource Development*, “Working with or among the majority? Minority women working in male dominated industries in the U.S.: A review and research agenda”.
- *Leadership & Organizational Development Journal*, “Linking authentic leadership to subordinate behaviors and Examination of the relationship between servant Leadership and agency problems: Gender matters”.

2016

- *Encyclopedia of Instructional Systems and Technology*, “Human performance technology and the effects of web-based instruction performance efficiency and flipped classroom: Advanced issues and applications”.
- *Leadership & Organizational Development Journal*, “Examination of the relationship between servant leadership and agency problems: Gender matters”.
- *Performance Improvement Quarterly*, “Effects of continuous performance improvement initiatives in streamlining human resource management practices”.

2015

- *Human Resource Development Review*

Other Experience

Nationwide Insurance Company, Columbus, OH, 1996- 2014

- Staff Operations Director-Nationwide Sales Academy, Property and Casualty, Sales Development
- Director of Learning and Performance, Nationwide Sales Training Organization
- Director, Office of Human Resources, Nationwide Service Company
- Director of Specialty Consultants, Nationwide Business Performance Services
- Lead Consultant Human Resources
- Performance Development Team Leader, Performance Improvement Organization

Women for Economic Development Leadership (WELD), Columbus, OH, 2013- 2014

Conference Co-Chair, Board Member

Andersen Worldwide, St. Charles, IL, 1988-1996

- Senior Manager Training