

JOELLE DAVIS CARTER, Ph.D.

EDUCATION

| | |
|----------------------|---|
| Doctor of Philosophy | University of Maryland College Park Department of Education Leadership, Higher Education, and International Studies (EDHI) College Park, Maryland December, 2010. |
| Masters of Arts | The Ohio State University Higher Education and Student Affairs Columbus, Ohio. June, 1997. |
| Bachelor of Science | Winston-Salem State University Middle Grades Education (Social Studies and Language Arts) Winston-Salem, North Carolina. May, 1995. |

Certificate Programs

Clifton © Strengths School, Certificate in Strengths-Based Education, The Gallup Organization, Washington, DC. January, 2010

PROFESSIONAL EXPERIENCE

| | |
|---|---------------------|
| Visiting Lecturer of College Student Personnel Arkansas Tech University Department of College Student Personnel (Online Instructor) | 1/13-present |
| <ul style="list-style-type: none">• Responsible for developing and teaching courses for graduate students in the College Student Personnel program.• Maintaining constant communication with more than 25 students each semester through online mediums such as BlackBoard and SKYPE.• Identifying and securing professional and educational speakers/lecturers to reinforce learning in the online classroom setting.• Developing grading rubrics to assess both individual and group assignments throughout the semester.• Researching and securing supplemental reading and audio-visual materials to reinforce learning objectives in the classroom.• Communicating with the department chair on a regular basis to ensure learning objectives are being met and grades are submitted in a timely fashion. | |

| | |
|--|------------------|
| Assistant Vice President for Retention and Student Services Western Kentucky University Office of the Provost and Senior Vice President/Division of Enrollment Management (Direct report to the Associate Vice President for Enrollment Management) | 8/12-6/15 |
|--|------------------|

- Serve as a member of the senior leadership team for the Division of Enrollment Management that includes the Directors of Financial Aid, Registrar's Office, Admissions, Trio Programs and Student Athletic Academic Advising.
- Provide direct supervision for the Director for the Academic Advising and Retention Center (AARC) and the Coordinator for Retention Applications and Outreach.
- Responsible for developing and implementing a comprehensive retention strategic plan to increase persistence and graduation on campus by 10 percent.
- Provide supervision and support for a full-time Director, Coordinator and a host of graduate students associated with signature projects.
- Assess current and historical retention and persistence programs and activities.
- Develop strong partnerships with academic colleges, department and student affairs units to implement and further enhance current retention efforts.
- Provide leadership for new and current initiatives related to the delivery of services and outreach. Examples include leading a small implementation team to revise the layout of academic degree programs.
- Developing grant proposals in conjunction with academic advising units on campus to provide support for targeted groups such as near-completers and under-represented students.

Key Accomplishments

- Coordinated a diversity transfer summit for more than 20 Kentucky Community and Technical College System (KCTCS) academic and student affairs staff members to discuss opportunities for partnerships.
- Appointed by the President to co-chair the implementation of a commuter orientation for first-time attending Western Kentucky University students. For the first year of the program more than 112 commuter students participated.
- Facilitated the development and implementation of the WKU Student Success Summit designed to engage faculty and staff in discussions about retention and persistence. More than 170 campus stakeholders registered and participated in this voluntary, free professional development experience.
- Appointed by the University President to co-chair an advisory group to establish a commuter student orientation and plan for future support services.
- Secured a \$5000 grant from the Kentucky Council on Postsecondary (CPE) to develop and implement a short-term intervention to assist students near to degree completion toward graduation.
- Appointed to serve as Co-Chair of the university's Retention TaskForce consisting of faculty and staff leaders across campus.
- Partnered with universities such as Iowa State University, to learn more about the implementation of the MAPWorks retention software. Facilitated a site visit with ISU that included the Dean of Students, Associate Provost for Undergraduate Education, departmental faculty, and a number of student affairs professionals.

Director, Office of Undergraduate Programs
The George Washington University
School of Business
(Direct report to the Vice Dean of Undergraduate Programs)

4/10—8/12

- Responsible for the administration and implementation of co-curricular programs designed to enhance the education and learning outcomes of undergraduate students within the School of Business.
- Supervised a full-time, professional Coordinator and other staff members as directed by the Vice Dean.
- Coordinated all aspects of the First Year Development Program (FYDP) designed to assist students with their transition to the university and school curriculum.
- Provided oversight and management for the Mintz Sophomore Getaway, New York Trek Business Trip and Undergraduate Research Program.
- Partnered with the Office of Residence Life to develop and offer living and learning programs for freshmen and sophomore level freshmen in the School of Business
- Established partnership with offices such as the Office of Entrepreneurship to increase students' knowledge and involvement.
- Developed an infrastructure and processes to identify talented and diverse student leaders to participate in undergraduate programs and student organizations.
- Responsible for organizing and teaching two courses within the first-year development program (FYDP) entitled, BADM 001 and BADM 002. This two-semester sequence of developmental courses is designed to assist more than 300 students with transition into college and prepare for careers in business.
- Provided leadership and oversight for all marketing and communication materials associated with the Office of Undergraduate Programs.
- Collaborated with corporate sponsors to host student initiatives such as the Battle of the Beltway case study competition.
- Served on school and campus wide communities such as the Freshmen Reading Program, Colonial Inauguration (CI) orientation program, and Dean's staff interview committee.

Key Accomplishments:

- Within 1-year, restructured the First Year Development Program course into small seminar size classes affording more academic advisors and academic support staff to engage and interact with first-year business students.
- Developed two living and learning communities exclusively for business students. One community was designed for freshmen with outcomes focused on academic and social transition from high school to college and a sophomore community focused on retention and higher utilization of campus resources such as advising and the writing center.
- Increased the faculty and undergraduate participation in the GWSB Research Experiences for Undergraduates (REU) from 10 student and faculty projects to 20 student faculty projects.
- Appointed to serve on the institutional retention and persistence committee and chaired small task force to examine graduation rates for internal transfers and engineering students.
- Developed a professional development retreat for 5 new academic advisors and 7 existing staff members to learn more about the needs of first year students and students in transition.
- Created and implemented the School's first Majors Fairs to further introduce undergraduate students to the academic concentrations and internships and research opportunities.

**Coordinator for the First-Year Experience
Center for Academic Success and Achievement (CASA)
Morgan State University**

6/08 – 3/10

(Direct report to the Director of CASA)

- Provided oversight and management for the CASA Resource Center that serves over 250 Morgan State University students on a monthly basis.
- Facilitated regular meetings with undergraduate students to assess their experiences as tutors and provide support to enhance their supplemental instruction skills.
- Coordinated the inaugural CASA Transitional Workshop Series designed to assist undeclared students with selecting a major and succeeding in their academic course work.
- Responsible for the coordination of career development and social programs for approximately 350 prospective first-year students.
- Provided oversight and management for undergraduate mentors and tutors for the six-week alternative admissions summer program.
- Managed the process to establish a chapter of Chi Alpha Epsilon, a national honor society established for high achieving students who entered college through a college preparatory program.
- Developed training materials for mentors and tutors focused on effective mentor trainings. Key components the development of scenarios to apply theoretical knowledge to possible real-life experiences (e.g. money management, leadership and diversity).
- Co-coordinated the opening orientation program for 300 students and parents for the Pre-College Studies Program.
- Established a first-year mentoring program to increase retention and persistence rates for first and second year students.
- Developed and maintained relationships with key individuals on the campus to appropriately involve them in orientation and activity efforts of the campus.

Key Accomplishments:

- Developed the Strengths Undergraduate Mentoring (SUM) program to extend support and orientation beyond the standard Center for Academic Success & Achievement (CASA) Summer Program.
- Facilitated a faculty development seminar on the importance and relevance of innovative teaching strategies for first year and transfer students.
- Established programs for the CASA summer program students throughout the year to assist them in declaring majors and aware of resources available for academic success.
- Responsible for the establishment and initiation of the first chapter of Chi Alpha Epsilon, a national honor society designed to nurture students who entered college through an academic preparatory program.

**Interim Executive Director, Office of Human Relations Program
University of Maryland College Park**

2/08 - 6/08

(Direct report to the Special Assistant to the President and Associate Provost)

- Supervised six full-time staff members and two graduate assistants
- Provided primary oversight and management for the daily office operations. Sample duties facilitating performance reviews for staff, completing timesheets and building maintenance.
- Responsible for coordinating equity and diversity and units throughout campus and ensuring the availability of meditation programs.
- Collaborated with academic and student affairs units on campus to identify opportunities for partnership.
- Identified grant opportunities to increase programming and staffing in the office by working with foundations and corporations and industrial partners

- Provided oversight and management for the office's academic course offerings through the College of Education, *Words of Engagement and Intergroup Dialogue* programs.
- Participated as a member of key campus committees such as the Diversity Directors Committee, President Commission on Ethnic Issues, President's Commission on Women's Issues
- Provided monthly updates to the University President, Chief of Staff and Associate Provost on the progress and status of key office programs.

Director for Diversity, College of Computer, Mathematical & Physical Sciences (CMPS)

11/02 - 11/07

University of Maryland College Park

(Direct report to the Dean of the College of Computer, Mathematical & Physical Sciences)

- Responsible for the development and implementation of strategies to increase the enrollment of undergraduate and graduate students of color and women in the College.
- Provided supervision for three full-time professional staff members and graduate students.
- Developed job descriptions, hired and trained full-time and part-time staff for the Science and Technology: Addressing the Need for Diversity (STAND) program.
- Identified grant and fundraising opportunities for scholarships, programming, and additional staffing.
- Established strong corporate relationships with Booz, Allen and Hamilton, GEICO, IBM and Nextel that resulted in job opportunities for CMPS students and support for STAND programs.
- Organized and coordinated activities of the STAND Program. Program components include scholarships, the PRIME mentoring program, academic support services, experiential learning opportunities and social related programs.
- Designed marketing materials and website to promote program activities. Developed and implemented the inaugural STAND Internship Research Program (SIRP) with Prince George's and Montgomery Counties High Schools. 35 students have participated in the program and 18 have successfully enrolled at the UMCP.
- Served as the primary advisor for SCORE (Student Community for Outreach, Retention and Excellence).
- Identified and coordinated activities with surrounding middle and high schools to attract and recruit students of color and women.
- Cultivated strong working relationships with CMPS faculty, students and staff, campus-wide student support services personnel, and the external community.

Key Accomplishments

- Assisted Department Chairs with program organization and implementing strategies to increase in the number of students of color and women in graduate programs.
- Collaborated with the Academic Faculty Director and faculty liaisons to plan and implement an NSF-sponsored summer program, Math SPIRAL (Summer Program in Research and Learning).
- Recruited alumni to serve as mentors for students, speakers for special programs and training for summer research programs.
- Assisted with securing over \$150,000 from government and private sectors for the STAND program. This includes a \$10,000 award and recognition from the American Association of University Women Legal Advocacy Fund.

- Co-authored a grant and secured additional funds to establish a community middle school outreach for young girls interested in math and science called Girls Excelling in Math and Science (GEMS).

Interim Director, Incentive Awards Program (IAP)

1/07 - 5/07

University of Maryland College Park

(Appointed by the President's Office to serve in interim capacity while Director was on leave)

- Supervised staff responsible for supporting office administration and program logistics.
- Served as the point person for all student financial aid and scholarship distribution matters.
- Worked effectively with the Director of Financial Aid, Director of Admissions, and residence hall staff to prepare for incoming scholarship students.
- Managed and monitored the office budget and donor accounts totaling \$5.1 million dollars.
- Identified students to represent the program for private donor luncheons, receptions and major university special events such as the Celebration of Scholarships program.
- Advised and coached IAP students (juniors and seniors) on academic and personal issues.
- Facilitated selection committee orientation for corporate, industry, government and educational leaders in Baltimore City and Prince George's Counties.
- Consulted and assisted selection committee members with the selection of incoming scholarship students from Baltimore City and Prince George's Counties.
- Served as a resource information clearinghouse for the University's Campaign for Scholarships and central development office.
- Organized the annual campus visit for over IAP scholarship nominees from participating high schools in Prince George's and Baltimore County schools.
- Conducted 46 interviews with high school teachers and counselors.
- Disseminated bi-weekly updates to the Director to prepare for transition back into the office.

Coordinator for Transitional Programs

8/00 - 10/02

University of Maryland College Park

(Direct report to the Assistant Dean and Director for the Division of Letters & Sciences)

- Advised a caseload of 185 undecided freshman and sophomore students.
- Coordinated 30 freshmen seminar sections (UNIV 100), administration, and professional development for instructors and students.
- Recruited and retained faculty, staff and graduate associates to serve as freshmen seminar instructors.
- Served on the UNIV Faculty Advisory Board to enhance course quality and provided guidance for future first year courses.
- Collaborated with the Registrar and Orientation Office to assign classrooms for seminar sections, select class times and place instructors into the university system.
- Supervised and coordinated the Associate Dean's Leadership Council (ADLC).
- Served as the university liaison for concurrent students (i.e. high achieving high school students taking courses at University of Maryland while still enrolled in high school).
- Successfully implemented the inaugural series of the Academic Community Experience (ACE) for incoming undecided freshmen and transfer students. This program included

seven different learning experiences and over 320 students participated out of 4000 incoming students in the program's first year.

Key Accomplishments:

- Appointed as the departmental liaison and coordinator for the ACE! (Academic Community Experience) program designed by the Provost Commission on Academic Advising.
- Created a Women and Identity learning community course with the Department of Women Studies; facilitated the UNIV100 section along with English 101, History and Introduction to Women Studies.
- Planned and implemented a pilot program entitled "Spring Majors Fair" for undecided students and students desiring to change majors. In the second year, the program attracted more than 400 students in a larger venue.
- Appointed as advisor for students in the inaugural University of Maryland Baltimore Incentive Awards Program.
- Appointed to serve on the rewards and awards committee for the Provost Commission on Academic Advising. Key responsibilities included developing job descriptions for potential advising career tracks.

Key Accomplishments

- Developed and implemented a two-day office retreat to reinforce teambuilding and begin short-term strategic planning for the office.
- Secured a \$2500 grant from the Maryland Alternative Conflict Resolution Office to support a high-school conflict resolution program.

Events Management Specialist/Special Assistant

7/97 - 7/99

Council of Graduate Schools

(Direct report to the Vice-President for Administration)

- Researched and identified sites for annual meetings in San Diego, California; New Orleans, Louisiana, and Washington, D.C.
- Identified hotels and negotiated contracts for rooms, rental space, and meals.
- Created meeting resumes for office staff and hotel representatives.
- Collaborated and met with prospective suppliers and host cities.
- Designed special off and on-site activities for meetings.
- Worked closely with caterers, hotel sales and convention services managers, destination management companies and airlines.
- Established and managed office of the Black Women's Agenda.
- Maintained and updated financial records.
- Organized and arranged annual workshop, luncheon and seminars.
- Identified and secured a contractor to develop the Black Women's Agenda, Inc. website.
- Assisted the CGS Dean-In-Residence with the registration processes for professional development held in five member-regional areas.
- Served as the assistant for the joint CGS and AACU Preparing Future Faculty program. Highlights included developing a registration process for the program's annual summer meeting.

**Student Development Coordinator for Multicultural &
The National Student Exchange
Winthrop University**

7/95-7/97

(Direct report to the Dean of Students)

- Planned and created programs for African American, Asian American, Hispanic/Latino, Native American, Jewish and Gay, Lesbian, and Bisexual student on campus.
- Supervised graduate associates and student assistants.
- Served on university-wide committees (i.e. Strategic Planning, Homecoming, etc.).
- Facilitated and prepared seminars, workshops and retreats focused on student development and learning.
- Restructured the African American Student Union, an umbrella organization for all African American organizations.
- Founded and planned the first annual Women of Color Conference.
- Coordinated all efforts to organize a weekend trip for over 100 university women to the Million Woman March in Philadelphia, Pennsylvania.
- Developed a National Student Exchange Recruitment Program and Orientation to increase the number of internal and external students participating in the program.
- Planned and implemented the first Women of Color Conference at Winthrop University. Over 100 participants attended in the first year.
- Offered 10 invitations from professional and community organizations, such as the Rock Hill Chapter of the Society of Human Resource Managers, Leadership York County, and the state-funded York County Teen to provide workshops and seminars.

SAMPLE TRAINING PROGRAMS & COURSES

Student Affairs.Com: Online Guide for Student Affairs Professionals

Online Courses (Fall 2009/Spring 2010)

Staff Motivation and Support: Critical Commodities in Student Affairs

Instructor

October 12-30, 2009/March 3-28, 2010

This three-week, online professional development course was designed to encourage supervisors and managers to assess themselves using the Clifton StrengthsFinder© Assessment to develop strategies to motivate and support staff members in the work environment. Using an instructional framework called, E⁴ (Engagement, Empowerment, Evaluation and Execution), participants considered strategies and case studies to effectively apply their innate talents and abilities to advance their efforts as new supervisors.

National Association of Student Personnel Administrators (NASPA)

E-Professional Development Series (Webinar)

Staff Motivation and Support: Critical Commodities in Student Affairs

Instructor

July 2009

A webinar designed to enhance the professional capacity of individuals entering new supervisory and management positions in higher education institutions. The course included strategies and techniques to motivate and support staff as a new supervisor. Students were coached on how to utilize their strengths based on the results of the Clifton StrengthsFinder© assessment and introduce key leadership theories.

University of Maryland College Park

Leadership in Higher Education (EDHI 853)-Instructor: Dr. Sharon Fries-Britt

Teaching Assistant

January 2010-May 2010

Selected to assist professor with providing instruction on organizational leadership theories in higher education. Primary tasks will include developing presentations based on content to be covered in class and developing a bibliography on diversity in leadership. Support and coaching will also be provided for students on final projects and paper topics.

SAMPLE LEADERSHIP & TRAINING APPOINTMENTS

Member, StrengthsQuest (SQ) Advisor Network, Gallup Organization (2011-2013)

- Invited to join a network of experts in education and strengths-based development to integrate strengths into transitional programs such as the first-year experience, career and academic advising.
- Attend professional development workshops designed to increase knowledge in the area of strengths development and practice.
- Identify strategies to expand strengths-based activities into different academic and student affairs units across campus.

Chair, Southern Association for College Student Affairs (SACSA) Foundation (2010-2015)

- Appointed by the Executive Council to provide leadership for the Board of Directors and the Foundation as a separate 501 (3c) arm of the regional association.
- Develop and lead fundraising campaigns to increase the organization's capacity to provide more support for research and professional development.
- Create and disseminate reports to the membership delineating the foundation's income and expenditures.
- Facilitate marketing efforts to inform the membership and external community of the support offered to members and its benefits.

Co-Director, Girls Excelling in Math and Science (GEMS) Program (2006-2008). American Association of University Women and the University of Maryland.

- Collaborated with the President and designated members of the AAUW College Park to coordinate GEMS after-school activities with two local Prince George's County middle schools.
- Contacted local and regional businesses to identify fundraising opportunities and additional financial support for the GEMS program.
- Supervised the Graduate Assistant providing the support to both hire and supervise student volunteers.
- Worked with the Assistant Dean of Financial Affairs to disburse stipends to students and pay any outstanding invoices associated with the GEMS program.
- Assisted the Co-Director with required reports due to the AAUW Educational Foundation in a timely manner.

Director, SACSA Fellows Internship Program (2006-2007). Southern Association for College Student Affairs (SACSA).

- Proposed the concept and structure for the organization's inaugural internship program.
- Created application and marketing materials to recruit eligible members.
- Solicited host sites and reviewed potential internship opportunities.
- Served as the liaison between the Executive Director and host sites to ensure stipends and travel reimbursement.

Vice President-Partnerships (2003-2005). Southern Association for College Student Affairs. (Elected by the organizational membership). October 2003.

- Instituted the organization's first internship program for graduate student members.
- Provided oversight and served as a liaison for external marketing initiatives.
- Served as the associational liaison to NASPA Region III, ACPA state chapters, and ASHE.
- Coordinated fundraising efforts with the Chair for Sponsors and Exhibitors.
- Assisted with site selection for annual conferences.

SACSA Conference Program Chair (2002). Southern Association for College Student Affairs. (Appointed by the Executive Board). November 2002.

- Responsible for recruiting between 20-30 volunteers to serve on the committees and subcommittees.
- Provided leadership and supervision in designing a comprehensive program of interest sessions, speakers, evaluations and resources.
- Delegated responsibilities to volunteers and designated leaders for subcommittees (i.e. speakers, interest sessions and etc.).
- Collaborated with the Executive Council, Executive Director and Local Arrangements committee to assign meeting rooms, plan off-site events, and provide administrative support for the conference.

Chair, Multicultural Issues Committee (2001). Southern Association for College Student Affairs.

- Served as a liaison between members of the committee and Executive Council.
- Responsible for carrying out the charge of the committee which includes but is not limited to do (1) identifying and implementing programs that promote a multicultural environment; (2) identifying resources that address the issue of diversity; and (3) soliciting presentations on successful programs and practices at the annual conference.
- Maintained communication among committee members on issues of diversity.
- Prepared and submitted articles for the association newsletter on committee activities.
- Planned and implemented the first annual diversity drive-in for the association.
- Prepared marketing materials, registration forms, and resources for drive-in. participants
- Identified speakers and presenters for diversity programs.
- Initiated fundraising efforts to supplement budget for program expenses.

SAMPLE PRESENTATIONS

Jenkins, T., Galloway, M., Carter, J. (November 2014). Learning How to Lean In: Perspectives of women of color in student affairs. Annual Southern Association for College Student Affairs Conference. Louisville, KY.

Talley, R., Groth, T., & Carter, J. (October, 2014). Learning Partners: Pairing University Students to Promote Achievement, Engagement and Retention. The University of New Mexico Mentoring Institute. Developmental Networks: Mentoring & Coaching at Work. Albuquerque, New Mexico.

Carter, J. (February, 2014). The effects of peer mentoring on near-completer students. Best Practices for Student Success, Inclusion and Retention Summit. Middle Tennessee State University. Murfreesboro, TN.

Robinson-Wright, M., Burke, M. Snowden, M. & Carter, J.D. (May, 2013). Momentum in Spite of Minimal Movement: Strategies for Coping & Career Capital for Diversity Affairs Professionals. 26th Annual National Conference on Race and Ethnicity in American Higher Education (NCORE). New Orleans, Louisiana.

Burke, M. & Carter, J.D. (October, 2011). Examining Perceptions of Networking among African American women in Student Affairs. Southern Association for College Student Affairs (SACSA) Conference. Atlanta, Georgia.

Carter, J. & Fountaine, T. (June, 2011). *Increasing student engagement with strengths: implications for retention*. Strengths in Education Conference 2011. The Gallup Organization. Omaha, Nebraska.

Carter, J. & Jenkins, T. (2009). *SistersShare: Effective Strategies for Developing Women Sisterhood Retreats*. Presented at the 2009 National Conference for College Student Women Leaders, College Park, Maryland.

HONORS AND AWARDS

2014 Dr. Martin Luther King, Jr. Calendar Recognition Participant, Bowling Green, Kentucky
2011 Melvne Draheim Hardee Award, Southern Association for College Student Affairs
The George Washington University Service Excellence Choice Award, Nominee, Fall 2010
Thurgood Marshall College Fund Graduate Fellow, StrengthsQuest Program, 2008
Woman of the Year, Southern Prince George's Business and Professional Women, 2007
University of Maryland College Park, Division of Research Recognition, 2007
Clarence E. Gaines Unsung Hero Award, Winston-Salem State University (WSSU) National Alumni Association, 2007
Exempt Staff Minority Achievement Award, University of Maryland College Park President's Commission, 2004
Non-Instructional Unit Minority Achievement Award, University of Maryland President's Commission, 2004
New Professional of the Year, Southern Association of College Student Affairs, 2002
Alumni Achiever Award, Division of Education, WSSU, October, 1999
The Ohio State University (OSU) Student Personnel Administration (SPA) Emerging Professional Award, September, 1998
The OSU Council of Graduate Students, Community Service Award, August, 1998
Director's Award, Women Student Services, The Ohio State University, April, 1997

OFFICES HELD IN PROFESSIONAL ASSOCIATIONS

Member, Undergraduate Education Committee, Association of Business Communication
Chair, Southern Association for College Student Affairs (SACSA) Foundation
Member, SACSA, Strategic Planning Committee 2010
Trustee, SACSA Foundation, 2006-2008
Vice President for Partnerships, SACSA Executive Council, 2003-2005
Chair, Multicultural Issues Committee, Southern Association for College Student Affairs, 2000-2001
Member, Nominating Committee, Southern Association for College Student Affairs, 1999-2000

INVITED PRESENTATIONS AND SPEECHES

Keynote Speaker (March 2015). Northern Kentucky University. Office of African American Student Programs. Annual Sisterhood Conference. Highland Heights, Kentucky.

Keynote Speaker (February 2015). Volunteer State Community College. 2015 Black History Luncheon. Gallatin. Tennessee.

Guest Lecturer (December, 2014). The School of Management. Marist College. Introduction to Business course. Poughkeepsie, New York.

Keynote Opening Speaker (November, 2013). The Bowling Green Junior Achievement of South Central Kentucky. 2014 Teen Summit Program. Bowling Green, Kentucky.

Colloquium Speaker (October, 2013). The George Washington University School of Business. First Year Development Program Speaker Series. Maximizing Your Strengths in Business. October 24, 2013.

Keynote Speaker and Trainer (June, 2013). The StrengthsQuest© Way: Leading, Mentoring and Serving. 2013 Morgan State University Center for Academic Success and Achievement staff and student leadership training. June 27-29. Baltimore, Maryland.

Co-Facilitator (March, 2013). Annual Sisterhood Retreat. Southern Methodist University. March 2-3, 2013. Dallas, Texas.

Keynote Speaker and Trainer (March, 2012). Responding to the Call: Implications for Student Leadership and Advocacy. 2012 Clayton State University Student Leadership Conference. March 31, 2012. Atlanta, Georgia.

Presenter and Trainer (June, 2011). 2011 Division of Student Affairs Staff Retreat. Bethune-Cookman University. Daytona Beach, Florida. Topic: *Adding Value to Student Lives through Strengths Development.*

Keynote speaker and session facilitator (May, 2011). 2011 Faculty and Educational Support Staff Institute. Fostering change: accountability and unity for our campus culture. Saint Augustine's College. Raleigh, North Carolina. Topic: *Considering the possibilities and challenges: the impact of increasing diversity on HBCU campuses.*

Presenter (November, 2010). The George Washington University. Division of Student Affairs and Student Services. Graduate Student Training. Topic: *Networking Techniques for Student Affairs Paraprofessionals.*

Keynote Speaker (August, 2010). University of Tennessee-Knoxville. 2010 Division of Student Affairs Leadership Summit. Pigeon Forge, Tennessee. Topic: *Outreach and Retention Yields Student Success.*

Lead Facilitator (August, 2010). University of Alabama-Birmingham. 2010 Student Leadership Training. Birmingham, Alabama. Topic: *Self-reflection and Assessment: Key Components for Leadership Development.*

Keynote (September, 2009). 2009 Leadership Mason Conference. George Mason University. The Leadership Education and Development Office (LEAD). Fairfax, Virginia. *Topic: Maximizing Your Leadership Potential through Strengths.*

Keynote (April, 2009). Women and Leadership Development Program. Albion College. Office of Campus Programs and Organizations. Albion, Michigan. *Topic: Refinancing Your Assets: Building Capacity from Inner Strengths.*

Senior Facilitator (February, 2009). Third Annual Women of Color Sisterhood Retreat. Western Carolina University. February 20-21, 2009.

Keynote Speaker (February, 2009). Leadership for Change: Transforming Ideas Into Meaningful Action. Third Annual Black Student Leadership Conference. Presbyterian College. Clinton, South Carolina. *Topic: What's Next? Who Holds and Passes the Torch.*

Keynote Speaker (October 2008). Georgia Perimeter College Leadership Conference. Atlanta, Georgia. *Topic: Whatever Happened to Being Nice: Issues of Civility on Campus.*

Featured Speaker (October, 2008). National Association for Campus Activities (NACA) South Region Conference. Keep it Moving Conference. Chattanooga, Tennessee.

Facilitator (February, 2008). 2nd Annual Women of Color Sisterhood Retreat. Western Carolina University. Cullowhee, North Carolina.

Keynote Speaker (February, 2008). 40th Annual Georgia College Personnel Association (GCPA) Conference. Jekyll Island, Georgia. *Topic: Challenging the Concepts: New Directions for Student Affairs Professionals.*

Keynote Speaker (April 2008). Oxford Business and Professional Organization *Topic: Minority Business Owners: Critical Commodities for American Progress.*

Keynote Speaker (January, 2006). East Carolina University Greek Leadership Conference. Greenville, North Carolina. *Topic: Back to the Basics: The Importance and Necessity of Greek College Leadership*

Facilitator (January 2005). Fayetteville State University. (HBCUs). Student Development Workshop. Fayetteville, North Carolina. *Topic: Beyond the Dream: Considerations of Diversity at Historically Black Colleges and Universities.*