

**LA VENA WILKIN, PhD**  
**8219 Maris Court**  
**Louisville, KY 40241**  
**502.821.9857 (Cell)**

## **EDUCATION**

PhD, Nova Southeastern University, 2010  
Conflict Analysis and Resolution Program

M.B.A., Sullivan College, 1998

B.S., Sullivan College, 1995

## **PROFESSIONAL EXPERIENCE**

### **Sullivan University**

October 2022 to Present

Executive Dean, College of Business and Technology - Chairs the PhD Admissions Committee, works closely with the Associate Provost/Dean of the Graduate School to achieve academic institutional priorities and goals relating to the PhD program, and ensures the PhD program is in compliance with academic policies and standards of Sullivan University System and the Southern Association of Colleges and Schools Commission on Colleges. Responsible for employment and development of full-time and adjunct faculty members, including recommendations for hiring, termination, providing support and evaluation, organizing and conducting appropriate faculty training, facilitating routine faculty meetings, coordinating and assisting with the annual review and contract renewals, and overseeing the quarterly preparation of teacher contracts and personnel status reports (PSR's). Also, leads new curriculum development and curriculum updates and changes in the PhD program and recommends new doctoral programs, program discontinuation, or significant changes to existing programs.

### **Sullivan University**

June 2018 to October 2022

Dean, PhD and Graduate Management Programs - Chairs the PhD Admissions Committee and the Graduate School Curriculum Committee, works closely with the Associate Provost/Dean of the Graduate School to achieve academic institutional priorities and goals relating to the PhD program and the Graduate School Management programs, ensures the PhD program is in compliance with academic policies and standards of Sullivan University System and the Southern Association of Colleges and Schools Commission on Colleges. Coordinates PhD

Student Retreats. Responsible for employment and development of full-time and adjunct faculty members, including recommendations for hiring, termination, providing support and evaluation, organizing and conducting appropriate faculty training, facilitating routine faculty meetings, coordinating and assisting with the annual review and contract renewals, and overseeing the quarterly preparation of teacher contracts and personnel status reports (PSR's). Also, leads new curriculum development and curriculum updates and changes in the PhD program and Graduate School Management programs, and recommends new doctoral programs, program discontinuation, or significant changes to existing programs.

**Sullivan University**

June 2013 to June 2018

Director, PhD Programs – Chairs the PhD Admissions Committee, works closely with the Associate Provost/Dean of the Graduate School to achieve academic institutional priorities and goals relating to the PhD program, and ensures the PhD program is in compliance with academic policies and standards of Sullivan University System and the Southern Association of Colleges and Schools Commission on Colleges. Responsible for employment and development of full-time and adjunct faculty members, including recommendations for hiring, termination, providing support and evaluation, organizing and conducting appropriate faculty training, facilitating routine faculty meetings, coordinating and assisting with the annual review and contract renewals, and overseeing the quarterly preparation of teacher contracts and personnel status reports (PSR's). Also, leads new curriculum development and curriculum updates and changes in the PhD program and recommends new doctoral programs, program discontinuation, or significant changes to existing programs.

**Sullivan University**

September 22, 2006 to June 2013

Dean of Conflict Management Programs - Develop, monitor, and review the curriculum (including academic standards, course framework components, core and elective structures) and developing core courses (requirements, syllabi) for the Master of Science in Conflict Management (MSCM). Implement general course guidelines for faculty, required elements before acceptance, bibliography, grading standards, and other necessary requirements in conjunction and consultation with the Dean of the Graduate School. The Dean is responsible for coordinating faculty assignments by locating prospective experts in the field. Enrollment has grown from seventeen to 100 students in the past five years.

**Sullivan University**

September 1, 2006 to March 2008

Dean of the College of Business Administration – Coordinate all activities in each respective degree program at all campus locations. Supervise all program full-time and adjunct faculty, prepare and coordinate class schedules and instructors' schedules, coordinates and develops curriculum in cooperation with the Vice-President of Academic Affairs

**Sullivan University**

June 2004 – present

Professor – Teach undergraduate business and management classes including Business Organization and Management, Small Business Management, and Principles of Management, Principles of Conflict Resolution, Managing Diversity, The Manager as Negotiator, and Organizational Conflict Analysis and Resolution

Program Coordinator for undergraduate Conflict Resolution program

Professor – Teach graduate conflict management courses including CMM 510 Interpersonal and Intergroup Conflict Management, CMM 515 Conflict Theories, CMM 521 Organizational Conflict Management, CMM 540 Conflict and Culture, CMM 550 Negotiation in Conflict Management, CMM 561 Organizational Systems Analysis and Design, CMM 557 Facilitation Theory and Practice, and CMM 695 Conflict Management Capstone

**Sullivan University**

June 2001 – June 2004

Associate Director of the Evening Division – Co-supervise the entire operation of the Evening Division working closely with the Director to secure and manage adjunct faculty, coordinate teaching schedules with department chairpersons. Also, organize new student orientation for evening division students and faculty, conduct new adjunct faculty orientation, assist evening students with a myriad of problems, conflicts, and issues, and serve on various academic suspension appeals committees and the Academic Counsel. Also, created the “Evening and Weekend Adjunct Faculty Survival Guide”, and wrote and published “A Beacon in the Night”, the newsletter for evening and weekend faculty.

**Sullivan University**

September 1999 – September 2001

Adjunct Faculty - Taught business and management classes including Business Organization and Management, Small Business Management, Basic Supervision, Human Resource Fundamentals, and Seminar in Management Topics

## **OTHER EMPLOYMENT EXPERIENCE**

### **Martin & McDonald Co., Inc.**

May 1, 1998 to June 2001

Owner and CEO – Masonry subcontractor for industrial and commercial construction. Services included caulking and sealants, waterproofing and water repellents, masonry restoration, and traffic toppings for parking garages. Annual Sales - \$1,800,000

### **Martin & McDonald Co., Inc.**

May 1975 – April 1998

Controller

## **TRAINING AND CONTINUING EDUCATION**

**Discovering New Approaches to Teaching Research** sponsored by ProQuest (October 2021)

**Conflict Coaching** by Webinar series coordinated by Cinnie Noble (September through November 2021)

**Academy of Management Annual Conference**, Anaheim, CA (August 2016)

**Partners in Innovation Workshop** by The Miller Consulting Group (August 2015)

**Employee Engagement Facilitator** Certified Employee Engagement Specialist (January 2015)

**Sullivan University's Leadership Institute** (Inaugural class participant May through November 2012)

**Dale Carnegie Leadership Class** (May 2012 through September 2012)

**Certified Professional Coach** by Tom Crane (The Heart of Coaching) March 2007

**Certified Mediator** by the International Center for Dispute Resolution (Academic partner with Federal Mediation and Conciliation Services) July 2002

**Certified DACUM (Developing a Curriculum) Trainer** June 2002

## **DISSERTATION**

Workplace Bullying in Academe: A Grounded Theory Study Exploring How Faculty Cope With the Experience of Being Bullied (September 2010)

## **PUBLICATIONS**

- The Handbook of Organizational Conflict Management, Editors: LaVena Wilkin and Yashwant Pathak, DeGruyter Publishing (April 2023)
- Book Chapter: From Disruption to Connection: How Mindful Conflict Management Builds Bridges During the Pandemic and Beyond, Back to a New Normal: In Search of Stability in an Era of Pandemic Disruption - Insights from Practitioners and Academics (March 2022)
- From Discord to Harmony: Making Your Workplace Hum, Editors: LaVena Wilkin, PhD and Tony Belak, JD, Information Age Publishing (March 2020)
- Book Chapter: Mediation As a Tool for Resolving Workplace Conflicts, The Handbook of Mediation (Published February 2017)
- Organizational Conflicts: Challenges and Solutions, Editors: Yashwant Pathak, PhD and LaVena Wilkin, PhD (2011)
- Georgakopoulos, A., Wilkin, L., Kent, B. Workplace Bullying is a Complex Problem that should be Addressed by Contemporary Organizations, International Journal of Business and Social Sciences (2011)
- Business First, Consult the Expert Column (Quarterly)
- The Toxic Workplace, The Lane Report (December 2010), Interviewed by Judi Bailey for her article on workplace bullying.

## **PRESENTATIONS, WORKSHOPS, CONSULTING**

- P.E.A.C.E. From Conflict, Academic Leadership Academy Presentation (October 2023)
- Speaker, Nova Southeastern University Successful Alumni Series (September 2023)
- Keynote Speaker, Staff Retreat and Professional Development, Sullivan University (August 2023)

- Resolving Conflicts with Students Collaborative Institutional Training Initiative (CITI) Podcast (August 2023)
- Freedom to Choose, Unity of East Louisville (July 2023)
- I am Grateful for P.E.A.C.E, Unity of East Louisville (November 2022)
- Addressing Workplace Bullying, Manouso's Musings Podcast (November 2022)
- Resolving Conflicts in the Post-Pandemic Workplace, Manouso's Musings Podcast (October 2022)
- Awareness of Oneness, Unity of East Louisville (July 2022)
- Overcoming Your Fears, Unity of Louisville (May 2022)
- P.E.A.C.E. From Conflict Presentation, Academic Leadership Academy Presentation (April 2022)
- Love Brings Happiness Motivational Talk, Unity of East Louisville (February 2022)
- Lighting the Way to Peace Motivational Talk, Unity of East Louisville (December 2021)
- Walking in Faith Motivational Talk, Unity of Louisville (November 2021)
- Conscious Living Motivational Talk, Unity of East Louisville (October 2021)
- P.E.A.C.E. From Conflict Workshop, Licensed Unity Teachers (October 2021)
- P.E.A.C.E. From Conflict Presentation, Southern Association of Institutional Research (October 2021)
- P.E.A.C.E. From Conflict Presentation, Sullivan University Faculty Retreat (October 2021)
- Conflict Management Consulting, Louisville Grows (August 2021)
- Creating a More Peaceful Life Motivational Talk, Unity of East Louisville (August 2021)

- P.E.A.C.E. From Conflict Presentation, Academic Leadership Academy Presentation (April 2021)
- Managing Conflict With Your Dissertation Chair, Collaborative Institutional Training Initiative (CITI) (February 2021)
- P.E.A.C.E. From Conflict Presentation, Association of Conflict Resolution – Houston Chapter (February 2021)
- P.E.A.C.E. From Conflict Presentation, High School Educators – Professional Development (January 2021)
- P.E.A.C.E. From Conflict Presentation, Academic Leadership Academy Presentation (October 2020)
- Creating Harmony by Using the P.E.A.C.E. Model of Conflict Management, Archdiocese of Louisville Workshop (September 2020)
- Workplace Bullying: What Targets Can Do, Raise Your Voice Podcast (May 2020)
- Introduction to Conflict Management Course Modules, Collaborative Institutional Training Initiative (CITI) (March 2020)
- Trust and Listening Circles Workshop (February 2020)
- Building Trust Through P.E.A.C.E. Workshop, Unity of Louisville (February 2020)
- P.E.A.C.E. From Conflict, Center for Non-Profit Excellence Workshop, Louisville, KY (February 2020)
- Healing Through the Power of Forgiveness Talk, Unity of Louisville (January 2020)
- Enlightened Transformation: Transform Your Life Through the Power of Forgiveness Workshop, Unity of Louisville (January 2020)
- Nurturing Workplace Engagement and Motivation Workshop, Education Center, Ft. Knox, Kentucky (January 2020)
- Be the Joy Motivational Talk, Unity of East Louisville (December 2019)
- P.E.A.C.E. From Conflict Presentation, Sullivan University College of Pharmacy Class (December 2019)

- Feedback and Assessment, Sullivan University Faculty Retreat Presentation (October 2019)
- From Discord to Harmony: Five Strategies for Making Your Workplace Hum Presentation, Kentucky Association of State Financial Aid Administrators (October 2019)
- Conscious Kindness Motivational Talk, Unity of East Louisville (May 2019)
- Warning: Workplace Bullies Can Be Hazardous To Your Health Presentation, Integrating Women Leaders 5<sup>th</sup> Annual Conference (April 2019)
- P.E.A.C.E.© From Conflict Presentation, Academic Leadership Academy, Eastern Kentucky University (April 2019)
- P.E.A.C.E.© From Conflict, Sullivan University Presentation, Admissions and Financial Planning Departments (February 2019)
- Imagine Creating Your Most P.E.A.C.E.(ful) Life Motivational Talk, Unity of East Louisville (December 2018)
- Conflict and Communication Presentation, Sullivan University College of Pharmacy (December 2018)
- Key Note Speaker Sigma Beta Delta Induction Ceremony (October 2018)
- What If: Don't Let Worry Rob You of Your Joy Motivational Talk, Unity of East Louisville, Louisville, KY – Available on YouTube at Unity of East Louisville Channel (August 2018)
- P.E.A.C.E.© From Conflict Presentation, FireKing Security Group, New Albany, IN (July 2018)
- Visualize Your Research: Mind Mapping Your Research Questions Presentation, Sullivan University PhD Student Retreat, Louisville, KY (July 2018)
- Maneuvering the Advisory Committee Relationship Presentation, Sullivan University PhD Student Retreat, Louisville, KY (July 2018)
- Enlightened Transformation: Transforming Our Lives Through the Power of Forgiveness Motivational Talk, Unity of East Louisville, Louisville, KY - Available on YouTube at Unity of East Louisville Channel (May 2018)
- P.E.A.C.E.© From Conflict Presentation, Academic Leadership Academy, Frankfort, KY (April 2018)



- Finding Your Style: How the Way We Engage in Conflicts Influences their Outcomes Presentation, Duke Energy, Cincinnati, OH (March 2018)
- P.E.A.C.E.© From Conflict, Society for Human Resource Managers Presentation, Heart of Kentucky Chapter, Campbellsville, KY (February 2018)
- P.E.A.C.E.© From Conflict Presentation, Sullivan University, College of Pharmacy (December 2017)
- Key Note Speaker Sigma Beta Delta Induction Ceremony (October 2017)
- P.E.A.C.E.© From Conflict Presentation, Academic Leadership Academy, Wilmore, KY (October 2017)
- Dissertation Defense Guidelines (co-presenter), Sullivan University, PhD Student Retreat (July 2017)
- P.E.A.C.E.© From Conflict Presentation, Sullivan University Northern Kentucky Center for Learning (February 2017)
- P.E.A.C.E.© From Conflict Workshop, Unity of East Louisville (February 2017)
- Communication and Collaborative Skills Presentation, Sullivan University, College of Pharmacy (November 2016)
- Workplace Bullying: Addressing the Antecedents and Outcomes Presentation, The Governor's Equal Employment Opportunity Conference (October 2016)
- P.E.A.C.E.© From Conflict, Presentation Sullivan University Northern Kentucky Center for Learning (October 2016)
- Louisville Downtown Partnership Workshop, Conflict Management Workshop (May 2016)
- Conflict and Communication Workshop, Team Building for Sullivan University Admissions, Financial Planning, and Career Services (May 2016)
- P.E.A.C.E.© From Conflict Presentation, Academic Leadership Academy, Lexington, KY (April 2016)
- Emerging Fields in Education Presentation, Southern Association of Schools Commission on Colleges (December 2015)

- Conflict Management 101 Presentation, Sullivan University College of Pharmacy (December 2015)
- Conflict Management 101 Presentation, Sullivan University Applications Support (October 2015)
- P.E.A.C.E.© From Conflict Presentation, Academic Leadership Academy, Danville, KY (September 2015)
- Principles of Conflict Management Presentation Central Kentucky Society of Human Resource Managers, Danville, Kentucky (August 2015)
- Dealing With Difficult People Presentation, Raymond James/CPA Seminar, Lexington, Kentucky (April 2015).
- P.E.A.C.E.© From Conflict: What Does Style Have To Do With It? Presentation, Sullivan University College of Pharmacy (December 2014)
- Dealing With Conflict: Practice P.E.A.C.E.© Presentation, Active Heroes (June 2014)
- From Discord to Harmony: Managing Conflict in Your Workplace Presentation, Society of Human Resource Managers, Lexington, Kentucky (June 2014)
- H.A.R.M.O.N.Y.: Learning to Communicate Workshop, Unity of East Louisville Annual Retreat (June 2014)
- Managing Difficult People Presentation, Sullivan University Lexington Graduate School Open House (May 2014)
- Managing Difficult People Presentation, Sullivan University Louisville Graduate School Open House (May 2014)
- Greetings from the Faculty, Sullivan University Spring Commencement Ceremony (April 2014)
- Recognizing and Preventing the Damage Caused by Workplace Incivility Presentation, The University of Louisville, Delphi Center (April 2014)
- The Emotionally Intelligent Leader Presentation, National Guards Yellow Ribbon Event, Cynthiana, Kentucky (April 2014)
- Conflict and Violence Presentation, University of Louisville School of Psychiatric Medicine, Diversity Day (March 2014)

- When Bullies Wear Suits: Managing Conflicts at Work Presentation, Sullivan University Louisville Graduate School Open House (February 2014)
- When Bullies Wear Suits: Managing Conflicts at Work Presentation, Sullivan University Lexington Graduate School Open House (February 2014)
- Guest on Joe Elliott AM 970 Radio Show discussing Conflict Management (January 2014)
- Teaching P.E.A.C.E.© Presentation, Fern Creek Rotary Club, (December 2013)
- Principles of Conflict Management Presentation, Sullivan University Ft. Knox Campus Open House (November 2013)
- How to Work With Difficult People Presentation, University of Louisville, Department of Academic Advising (August 2013)
- Relationship Detoxification – Incivility at Work Presentation, University of Louisville, Ground Rounds Session for Department of OB/GYN and Women’s Health (August 2013)
- From Discord to Harmony: How to Make Your Workplace Hum Presentation, Sullivan University Lexington, Graduate School (August 2013)
- From Discord to Harmony: How to Make Your Workplace Hum Presentation, Sullivan University Louisville, Graduate School (August 2013)
- Workplace Bullying: The Silent Epidemic, Presentation University of Louisville, Campus Climate Committee (July 2013)
- P.E.A.C.E.© From Conflict: What Does Style Have To Do With It?, Presentation Sullivan University – Lexington Campus (June 2013)
- P.E.A.C.E.© From Conflict Presentation, Sullivan University, Admissions Department (April 2013)
- Women Business Owners: How Earning A Graduate Degree Helped Us Become Entrepreneurs Presentation, Visiting Students from United Arab Emirates, Sullivan University, Co-Presented with Kim Castle (April 2013)
- Conflict Styles and Communication Presentation, Agile Project Management Users Group, Farm Credit Bank (January 2013)
- Emotional Intelligence: A Key Leadership Skill, Sullivan University, Leadership Team, Co-Presented with Dr. Stephen Coppock, (February 2013)

- Emotional Intelligence: A Key Leadership Skill Presentation, Sullivan University, College of Pharmacy (February 2013)
- The P.E.A.C.E© Model: Exploring Peace through Conflict Presentation, University of Louisville, Grand Rounds Presentation, (December 2012)
- Dealing With Difficult People: What Does Style Have to Do With It? Presentation, Sullivan University, College of Pharmacy (November 2012)
- Teaching P.E.A.C.E.© Presentation, Louisville Sunrise Rotary Club, (November 2012)
- Using The Thomas Kilman Conflict Mode Instrument (TKI) for Team Building Workshop, Sullivan University, Global Online Financial Planning Department (November, 2012)
- P.E.A.C.E.© From Conflict Presentation, Sullivan University Leadership Institute (October 2012)
- Conflict and Communication Presentation, Sullivan University College of Pharmacy Preceptors' Conference (July 2012)
- Enlightened Transformation: Transform Your Life Through the Power of Forgiveness Workshop, Unity Church of Middletown (June 2012)
- Workplace Bullying: Confronting the Silent Epidemic Webinar (May 2012)
- Communication, Perceptions, and Conflict Styles: The Triangle of Conflict Management Presentation, Global e-Learning, Sullivan University (April 2012)
- Workplace Bullying: Cost, Consequences, and Coping Strategies Presentation, University of Louisville Brandeis School of Law, Guest Lecturer, (March 2012)
- Successful Retention Strategies: A Case Study for Retention Webinar, Campus Management, (February 2012)
- Principles of Conflict Management Presentation, Sullivan University College of Pharmacy Annual Preceptors Conference (February 2012)
- Forgiveness through P.E.A.C.E, Guest on blog talk radio show hosted by the Texas Conflict Coach (November 2012)

- Conflict Management and Conflict Styles: How Knowing Your Style Helps Productively Manage Conflicts, Communication and Collaborative Solutions Presentation – First Year Pharmacy Students (November 2011)
- Workplace Bullying: The Link Between Incivility, Bullying, and Violence Presentation, American Society for Industrial Security (November 2011)
- Workplace Bullying: Causes, Effects, and Coping Strategies Presentation, North American Council for Staff, Program, and Organizational Development Annual Conference (October 2011)
- Kentucky Bar Association – Pursuing Justice in the 21<sup>st</sup> Century – One of four panelists – Roundtable discussion on Effective Mediation Techniques (June 2011)
- Conflict and Negotiation: Leading through Conflict Presentation, Kentucky Pharmacy Residency Networking Group (July 2011)
- Conflict and Communication Presentation, In-Service for College of Pharmacy Faculty (March 2011)
- Workplace Bullying: Addressing Bullying Behaviors in Academe Presentation, Spencerian College (January 2011)
- The Art of Negotiation Workshop, Sullivan University College of Pharmacy (July 2009)
- Conflict Resolution Workshop, Alcan Aluminum (April 2009)
- Conflict Management Consulting, Appalachian Regional Health Care (February 2009)
- Conflict Resolution Train the Trainer Class, the Girl Scouts of Kentuckiana (September through December 2009)
- Conflict Resolution Workshop, Altuglas Chemical Company, Louisville, KY (August 2008)
- Conflict Resolution Workshop, Zirmed (April 2007 and July 2007)
- Conflict Resolution Workshop, TMP Computer Systems (January 2007)
- Sullivan Active Learning Techniques (SALT) Train the Trainer, Sullivan University faculty and Louisville Technical Institute Faculty (March 2006)

- DACUM facilitator for Hospitality and Construction Management Concentration programs at Sullivan University
- Workshop facilitator for Diversity Seminar for Sullivan University (September 2005)
- Basic Mediation Skills Trainer for the International Center for Dispute Resolution (June 2005)
- Seminar trainer for the Ford Motor Company Louisville, Kentucky (September – October 2005)
- Conflict Management and Conflict Styles Presentation, American Red Cross (November 2010)
- Workplace Bullying in Academe Presentation, Sullivan University Faculty Retreat (November 2010)
- Conflict and Communication Presentation, Sullivan University College of Pharmacy (November 2009 and December 2010)
- International Conference of Education Research and Training Institute of East Aegean, Samos Island Greece, Title: *Workplace Bullying: A Multi-faceted Approach for Management to Address Bullying in Today's Organizations* - Paper Co-written with Alexia Georgakopoulos and Brianna Kent. Paper was presented by Dr. Georgakopoulos (July 2010).
- The Psychology Research Unit of the Athens Institute for Education and Research, Title: *Workplace Bullying: A Case Study Presented with Conflict Resolution Graduate Students in Problem Solving Facilitation Sessions* – Paper Co-written with Alexia Georgakopoulos, Faculty Advisor. Paper was presented by Dr. Georgakopoulos (August 2008)
- From Discord to Harmony: Making Your Workplace Hum Presentation, Kentucky Society of Certified Public Accountants (September 2008)
- Facilitating Change Seminar Presentation, Services, Industrial, Professional and Technical Union (March 2008)
- Workplace Bullying Seminar, Sullivan University (March 2008)
- The Southern Industrial Relations and Human Resources Conference. Title: *Bullying and the Right to Dignity at Work* (October 2006)
- Conflict Resolution Seminar for the Department of Juvenile Justice L.E.A.D. (July 2004 and July 2005)

## **SCHOLARLY ACTIVITIES**

- Serve as Associate Editor, Journal of Conflict Management
- Reviewed two books for Rowman and Littlefield publishers 1) Designing Dialogue: Co-creating Transformative Conversations in Communities and Organizations and 2) The Guide to Reflective Practice in Conflict Resolution, Second Edition (April 2023 and July 2023)
- Served as a reviewer for five manuscripts and one symposium presentation for the Academy of Management (February 2023)
- Served as a reviewer for the Academy of Management three journal articles and three symposium proposals (February 2022)
- Served as outside reviewer for faculty seeking tenure at North Carolina State (Wilmington) University (June 2021)
- Served as a reviewer for the Academy of Management three journal articles and three symposium proposals (February 2021)
- Served as a reviewer for the Academy of Management three journal articles and three symposium proposals (February 2020)
- Served as a reviewer for Academy of Management three journal articles and three symposium proposals (February 2019)
- Served as a guest peer reviewer on an article entitled “Associations among Student Conflict Management Style and Attitudes Towards Empathy” for Currents in Pharmacy Teaching and Learning, (September 2018)
- Served as a reviewer for the Collaborative Institutional Training Initiative for a module entitled “Presentation of Research Findings” (September 2018)
- Served as a reviewer for the Academy of Management Conference Proposals (March 2016)
- Served as a reviewer for the Academy of Management Conference Proposals (March 2015)
- Served as a juried Presentation Reviewer, New Voices – Emerging Professionals, Association of Conflict Management (2014)
- Book reviewer, The Four Fundamentals of Practical Leadership, Author Charlie Logsdon (2013)

- Peer reviewer, International Journal of Organizational Theory and Behavior (2012)

### **PROFESSIONAL LEADERSHIP AND COMMITTEES**

- Sullivan University Institutional Review Board (IRB) Past Member and Current Chair
- Planning Evaluation and Coordinating Council (Sullivan University)
- Faculty Publication Committee, Sub-Committee of the Academic Council (Sullivan University)
- Academic Council Charter Committee, Sub-Committee of the Academic Council
- Retention and Remediation Committee (Sullivan University)
- Master Syllabus and Outline Review Committee, Sub-Committee of the Academic Council, (Sullivan University) Chair
- Faculty Evaluation Form Investigation Committee, Sub-Committee of the Academic Council (Sullivan University)
- Adjunct Faculty Evaluation Committee, Sub-Committee of the Academic Council, (Sullivan University) Chair
- Faculty Professional Development Committee, Sub-Committee of the Academic Council, (Sullivan University) Chair
- Academic Council, Sullivan University, Current Member and Past Chair
- Faculty Credential/Academic Title Committee, Member
- Graduate Curriculum Committee, Member
- Adjunct Instructor Evaluation Committee, Co-Chair
- Mediation Association of Kentucky, Past Treasurer



- Construction Financial Management Association, Kentucky Chapter, Past President (Served on Board of Directors for four years)

### **VOLUNTEER AND CIVIC ACTIVITIES**

- Unity of East Louisville, Board of Trustees (Vice-President)
- Unity of East Louisville, Board of Trustees (Treasurer)
- Unity Church of East Louisville, Prayer Chaplain
- Society for the Prevention of Aggression and Violence among Adolescence (SPAVA), Board Member

### **PROFESSIONAL MEMBERSHIPS**

- Academy of Management

### **DISSERTATION COMMITTEES - DEFENDED**

Gary Boettcher, Sullivan University, Title: *Performance Errors During Crisis Decision-Making Situations: A Qualitative Examination of Pilot Performance Failures* (Chair)

Kimberly Castle, Sullivan University, Title: *The Workplace Bully: A Grounded Theory Study Exploring Motivational Influences of Bullying Behavior at Work* (Chair)

Harika Suklun, Sullivan University, Title: *Immigrant Professional Women in Organizations in the USA: A Phenomenological Study Exploring Communication Barriers* (Chair)

Patrick Hafford, Sullivan University, Title: *Learning to Survive: A Mixed Methods Study of the Intersection of Organizational Decline and Learning Organization Practices* (Committee Member)

Helen MacLennan, Sullivan University, Title: *The Top-Down Flow of Incivility: A Study of Incivility in Residential Property Managers* (Chair)

Nicole Modafari, Sullivan University, Title: *Diversity in Private-Sector Education: The Effects of Ownership/Governance Structure and Accreditation Status on Institutional Outcomes* (Chair)

Lomalinda Duque, Sullivan University, Title: *The Relationship between Leadership*

*Styles and Employee Turnover Intentions in Higher Education (Member)*

Rebecca Carpenter, Sullivan University, Title: *Policy Alienation: An Analysis of Kentucky Medicaid Region Three Physician Experiences Influencing their Willingness to Implement Kentucky's 2013 Medicaid Policy Strategies (Committee Member)*

Ahmed Sidiya, Sullivan University, Title: *Job Satisfaction among Non-family Employees Working for Small Family Businesses (Chair)*

Thomas Smith, Sullivan University, Title: *The Influence of the Leader's Emotional Intelligence on the Levels of Organizational Citizenship Behavior of Line-Level Food Service Employees (Chair)*

Vernon Redd, Sullivan University, Title: *Management and Governance Practices of the Local Church: An Agency and Stewardship Approach (Chair)*

Jamaal Hollins, Sullivan University, Title: *Exploring Conflicting Expectations Within the Church and Their Impact on the Role of the Pastor: A Grounded Theory Study, (Committee Member)*

Warren Forney, Sullivan University, Title: *Corporate Social Responsibility: Understanding the Strategy and Impact of CSR Implementation (Methodologist/Committee Member)*

Sandore Zehr, Sullivan University, Title: *Safe to be Engaged or Engaged to be Safe? A Quantitative Examination of the Relationship Between Employee Engagement and Psychological Safety Within the Federal Workforce (Chair)*

Pedro Cooper, Sullivan University, Title: *An Investigative Pursuit of Managerial Coaching, its Effectiveness and the potential Impact it has on ROI Indicators and Employee Productivity Indicators in a Call Center Environment (Committee Member)*

Patricia Seybold, Sullivan University, Title: *Is There Evidence of Disablism on Council's on Developmental Disabilities (Chair)*

Creighlynn Thoele, Sullivan University, Title: *Why We Work and Why We Stay: An Exploration of Millennial Work Engagement and Retention (Chair)*

Randy Andersyn, Sullivan University, Title: *Emotionally Intelligent Leadership and the Effect on Voluntary Turnover Intention (Chair)*

Frankie Bennett-Graham Brown, Sullivan University, Title: *Examining the Pastoral Servant Leadership Behaviors of Metro New York City Baptist Organizations and Its Impact on Church Effectiveness: A Grounded Theory Study (Committee Member)*

Haleh Karimi, Sullivan University, Title: *Exploring the Soft Skills Gap of Undergraduate*

*STEM Students Entering the Healthcare Industry: Employer Perspectives and Strategies for Improvement* (Chair)

Kuryakin Rucker, Sullivan University, Title: *An Interpretive Phenomenological Study of the Lived Experiences of African American Attorneys with Racial Microaggressions and the Effect on Motivation* (Chair)

Robert Hutchens, Sullivan University, Title: *How Do the Behaviors of a Servant-Leader Influence the Follower and How Does the Follower Apply those Learned Behaviors?* (Committee Member)

Travis Summers, Sullivan University, Title: *An Examination of Infrastructure Physical Attributes in Support of an Innovative Climate in Department of Defense Laboratories* (Committee Member)

### **DISSERTATION COMMITTEES - CURRENT**

Sean Beyer, Sullivan University (Chair)

Tiffany Fizer (Chair)

Kayla Tatgenhorst (Chair)

Lisa Ayres (Chair)

Rob Daniels (Chair)

Stacy Owens (Committee Member)

Bruce Snowdeal (Committee Member)

Geoffrey (Scott) Cornett (Committee Member)

Jennifer Orchard (Committee Member)

### **HONORS**

- Recognized by Nova Southeastern University as an outstanding alumnus and was invited to be a guest speaker for their Successful Alumni Series.
- Served on Distinguished Alumni Panel, Nova Southeastern University (September 2021)
- Faculty Scholarship Grant to conduct an original research project entitled “Forgiving a Workplace Bully: A Grounded Theory Study Exploring Why Targets Choose to Forgive the Bully” (June 2018)
- Greetings from the Faculty for Sullivan University Spring 2014 commencement
- Finalist for the National Association of Women Business Owners Kentuckiana Chapter, Woman Business Owner of the Year, 1998
- Received Faculty Member of the Quarter Award Fall 2005 and Spring 2006

- Greetings to the Graduates Speaker for the Sullivan University Summer 1998 commencement
- Received Sullivan Board of Directors' Scholarship (full tuition)