

## Jie Ke

*Associate Professor, Human Resource Development*  
 School of Lifelong Learning  
 College of Education and Human Development (CEHD)  
 Jackson State University, Jackson, MS 39211

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### RESEARCH INTERESTS

- **Assessment and Evaluation** – Improving teaching effectiveness by assessing the learning/e-Learning outcomes of students and incorporating new teaching strategies based on evaluation feedback collected.
- **Woman Leadership Development in Context** – Studying contextual factors that impact woman leadership development in different countries worldwide.
- **Teaching Strategies and Practices for Minority Adult Undergraduates** – examining the fitness of *Andragogy* in teaching minority adult undergraduates and identifying effective teaching strategies and practices that help minority adult undergraduates to learn and adult learning program to grow.
- **Sustainable Human Resource Management/Development** – Searching for the theoretical components of the emerging strategy that will have a great impact on the organizational development worldwide in the hope of constructing a theoretical framework to guide the practices in the field of HR/HRM/HRD.
- **International/National Human Resource Development/Management** – 1) studying ethics dilemmas at the age of globalization in China and how HRD/M strategies and policies can build an ethical culture for Chinese organizations and China as a whole; 2) providing career development advice for Chinese junior scholars.

### EDUCATION

- Ph.D.** Texas A&M University, College Station, TX, USA, August 2010  
*Program Area: Human Resource Development*  
 Minor: Higher Education Administration  
*Dissertation: Professionals' Perceptions of the Effectiveness of Online versus Face-to-face Continuing Professional Education Courses*
- M.B.A.** EDHEC Business School, Lille, France, June 2002  
*Program Area: Business Administration, Graduated with Distinction*  
 Minor: Accounting and Finance  
 - Extra credits in Finance were taken from the exchange program with Mays Business School at Texas A&M University in Fall, 2002  
*Thesis: Globalization Strategies (TUNAP-Munich, Germany) Exemplified by France*
- B.A.** Anhui University, Hefei, China  
*Program Area: English Language and Literature, Graduated with Distinction*  
*Thesis: Comparative Study on British and American English*

## **PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION**

***April 2020 - Present***

***Associate Professor & Graduate Faculty***, Human Resource Development, School of Lifelong Learning, College of Education and Human Development (CEHD), Jackson State University, Jackson, MS

***October 2012 – April 2020 (August, 2014 - 2020, tenure track)***

***Assistant Professor & Graduate Faculty***, Human Resource Development, School of Lifelong Learning, College of Education and Human Development (CEHD), Jackson State University, Jackson, MS

***December 2010 - 2019***

***Managing Editor***, Journal of Chinese Human Resource Management, Tyler, TX

***January 2009 - August 2010***

***Graduate Research Assistant***, Office of the Vice President and Associate Provost, Texas A&M University, College Station, TX

***January 2003 - December 2008***

***Graduate Research Assistant***, Journal Office of Qualitative Inquiry, Texas A&M University, College Station, TX

## **PROFESSIONAL EMPLOYMENT EXPERIENCE IN INDUSTRY**

***November 2001 - June 2002***

***Strategic Management Consultant (Part-time)***, TUNAP, Munich, Germany

- Analyzed Tunap's financial statements, utilized SWOT and globalization strategy models to predict the company's entry mode.
- Provided corresponding entry strategies to the French Market as well as other European countries

***July 1994 - September 2001***

***Correspondent Banking Officer & Overseas Training Program Manager***, Industrial & Commercial Bank of China, Ningbo, China

- Arranged business seminars on international banking practices with international banks.
- Negotiated cost, terms and conditions for training programs with foreign banks.
- Reported monthly, quarterly, and yearly statistics on business performance to Chinese Central Bank and ICBC Head Office.

## HONORS & AWARDS

- *Online Faculty Spotlight*, Jackson State University, Fall, 2019
- *Teaching Excellence Award*, School of Lifelong Learning, CEHD, Jackson State University, 2019
- *Professor of the Game*, Men's Basketball Game, Jackson State University, Jan. 14, 2019
- *Research Award*, School of Lifelong Learning, CEHD, Jackson State University, 2015-2018
- *Institution Of Higher Learning (IHL) Diversity Award Nominee*, CEHD, Jackson State University, 2017
- *Faculty Excellence Award in Research*, CEHD, Jackson State University, 2016
- *Faculty Excellence Award*, School of Lifelong Learning, CEHD, Jackson State University, 2014
- *Teaching Award*, School of Lifelong Learning, CEHD, Jackson State University, 2014 & 2016
- *Academic Excellence Award*, Texas A&M University, USA, 2005-2007
- *International Education Award*, Texas A&M University, USA, 2006
- Merit-based scholarship & assistantship, EDHEC, France, 2001-2002
- Belgian Prize in Management, Hong Kong Institute of Bankers, Hong Kong, 2000

## PUBLICATIONS

### Journal Articles

17. Chang, Y.L., & **Ke, J.** (Accepted, 2023). Socially Responsible Artificial Intelligence (SRAI) Empowered People Analytics: Towards Corporate Social Responsibilities and Sustainability. *Human Resource Development Review Special Issue: People Analytics: One Giant Leap for Connecting Theories and Practice*.
16. **Ke, J.**, Bingham, M., Kang, R., & Liu, D. (2021). International perspective on teacher continuing and professional development: Implications for HRD. *Journal of HRD Practice Policy and Research*. 5(1), 23-42.
15. Kang, R., Hyatt, C., & **Ke, J.** (2020). Faculty intellectual property rights in distance learning courses. *Journal of Higher Education Theory and Practice*.  
<https://articlegateway.com/index.php/JHETP/article/view/2839>
14. Li, J., Sun, J., Wang, L.J., & **Ke, J.** (2020). The development of the second-generation women successors in Chinese family-owned businesses: Implications for HRD. *Advances in Developing Human Resources Special Issue: Global Women Entrepreneurs*, 22(2) 124 –136.  
<https://doi.org/10.1177/1523422320907>
13. Bingham, M.J., **Ke, J.**, Wilson, C., Smith, G., & Lewis, C. (2019). An analysis of selected credit for prior learning programs at Historically Black Colleges & Universities and a Predominantly White Institution. *The Nontrad Journal*.

<https://myantshe.org/publications/>

12. **Ke, J.**, & Wheaton, D.L. (2019). Proposing an Andragogy aligned instructional design to improve persistence and completion of non-traditional adult undergraduates. *The Nontrad Journal*. <https://myantshe.org/publications/>
11. **Ke, J.** (2016). Interview with Dr. Bor-Shiuan Cheng: A mindful leader with persistence (Part II), *Journal of Chinese Human Resource Management*, 6(2), 110-119. <http://doi.org/1108/JCHRM-03-2015-0009> (downloaded 161 times since 2016)
10. **Ke, J.** (2015). Interview with Dr. Bor-Shiuan Cheng: A mindful leader with persistence (Part I), *Journal of Chinese Human Resource Management*, 6(1), 91-100. <http://doi.10.1108/JCHRM-03-2015-0007> (downloaded 101 times since 2015)
9. **Ke, J.** (2014). Ambicultural ambassador between East and West-Interview with Dr. Ming-Jer Chen, Leslie E. Grayson Professor (Part II), *Journal of Chinese Human Resource Management*, 5(2), 177 - 185. <http://doi.org/10.1108/JCHRM-01-2014-0008> (downloaded 90 times since 2014)
8. **Ke, J.** (2014). Ambicultural ambassador between East and West-Interview with Dr. Ming-Jer Chen, Leslie E. Grayson Professor (Part I), *Journal of Chinese Human Resource Management*, (5)1, 75-83. <http://doi.org/10.1108/JCHRM-01-2014-0009> (downloaded 97 times since 2014)
7. Wang, G., Zhang, Y.C., Lamond, D. & **Ke, J.** (2014). Moving forward: Exploring unique Chinese phenomena and advancing HRM Research. *Journal of Chinese Human Resource Management*, 5(1), 2-13. <http://doi.org/10.1108/JCHRM-02-2014-0011> (downloaded 408 times and cited 14 times since 2014)
6. **Ke, J.**, & Wang, G. (2014). China's globalization and ethical dilemma: Implications for HRD. *Advances in Developing Human Resources, Special Issue*. 16 (1), 74-91. <http://doi.org/10.1177/1523422313509568> (cited 2 times since 2014)
5. **Ke, J.** (2013). A passionate management scholar: Interview with Dr. Xiao-Ping Chen (Part II). *Journal of Chinese Human Resource Management*, 4(2), 171-178. <http://doi.org/10.1108/JCHRM-12-2012-0027> (downloaded 126 times since 2013)
4. **Ke, J.** (2013). A passionate management scholar: Interview with Dr. Xiao-Ping Chen (Part I). *Journal of Chinese Human Resource Management*, 4(1), 77-89. <http://doi.org/10.1108/JCHRM-12-2012-0026> (downloaded 129 times since 2013)
3. **Ke, J.** (2012). A fisherwoman in the China Sea: An interview with Dr. Anne Tsui, Motorola Professor of International Management (Part II). *Journal of Chinese Human Resource Management*, 3(2), 151-159. <http://doi.org/10.1108/20408001211279247> (downloaded 436 times since 2012)
2. **Ke, J.** (2011). A fisherwoman in the China Sea: An interview with Dr. Anne Tsui, Motorola Professor of International Management (Part I). *Journal of Chinese Human Resource Management*, 2(2), 159-165. <http://doi.org/10.1108/jchrm.2011.46502baa.002> (downloaded 1140 times since 2013)

1. **Ke, J.**, Chermack, T., Lee, Y.S., & Lin, J. (2006). National human resource development in transitioning societies in the developing world – The People’s Republic of China. *Advances in Developing Human Resources*, 8(1). 28-45. <http://doi.org/10.1177/1523422305283056> (cited 20 times)

### Edited Magazine & Book

3. **Jie Ke** & McLean, G. (2022), *Asian women in leadership*, London, UK: Palgrave Macmillan.

2. **Ke, J.** (Ed, 2019). *Professional workplace communication (Textbook compiled from licensed OER resources)*. Jackson, MS: Jackson State University.

1. Wheaton, D.L. & **Ke, J.** (Eds.) (2015). *Triumph*. Jackson, MS: Jackson State University.

### Book Chapter

4. Li, E.H., Feng, Y., & **Ke, J.** (Accepted, 2023). Challenges and ethical concerns of utilizing AI in training and development. In Amin A., Khalil D., & Jessica L. (Eds.). *Artificial intelligence in human resource development: Transforming and redesigning the process*. Palgrave Macmillan.

3. Chang, Y.L., & **Ke, J.** (Accepted, 2023). Implementing Socially Responsible AI to Facilitate Organization Change, Sustainability, and Future Readiness. In Amin A., Khalil D., & Jessica L. (Eds.). *Artificial intelligence in human resource development: Transforming and redesigning the process*. Palgrave Macmillan.

2. **Ke, J.**, & Sun, J. (2022). Overview: Why are we focusing on developing women leaders in China? In J. Ke, & G.N. McLean (Eds.). *Chinese women in leadership*. Palgrave Macmillan.

1. **Ke, J.**, & Bingham, M.J. (2022). *China in a Non-Asian context*. In J. Ke, & G.N. McLean (Eds.). *Chinese women in leadership*. Palgrave Macmillan.

### Non-refereed

Russel-Eft, D., & **Ke, J.** (Guest Scholars) (2021). Evaluation in human resource development [Audio podcast]. <https://www.allbypodcast.com/hrd-masterclass-episode-9>

### REFEREED CONFERENCE PRESENTATIONS

29. Li, E.H., Feng, Y., & **Ke, J.** (2023, March). Ethical concerns of utilizing AI in training and development (Refereed poster). Submitted to the *2023 Academy of Human Resource Development (AHRD) International Conference*. Mar1- 4, Minneapolis, MN.

28. Chang, Y.L., & **Ke, J.** (2023, March). Introducing socially responsible artificial intelligence (SRAI) to HRD: Towards corporate social responsibility (CSR) and sustainability

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(Refereed poster). Submitted to the *2023 Academy of Human Resource Development (AHRD) International Conference*. Mar1- 4, Minneapolis, MN.

27. **Ke, J.**, & Wheaton, D.L. (2021, Feb.). Mitigating Educational Inequality during Pandemic: First Response of a Minority Serving Institution and its Impact on Adult Learning. Presented at the *2021 Academy of Human Resource Development (AHRD) International Virtual Conference*.

26. **Ke., J.**, Kang, R., & Bingham, M. (2020, Feb.). Exploring effective digital technologies in online teacher training programs. Presented at the *2020 Academy of Human Resource Development (AHRD) International Conference*. Atlanta, GA. February 26-29.

25. **Ke, J.**, Sun, J., Lianjuan, W., & Li, J. (2019, Nov.). Entrepreneurship Legacy in Secondgeneration Family Business Women Successors in China: Motivations, Opportunities and Challenges. Presented at the 18th Academy of Human Resource Development (AHRD) International Conference in Asia. Hanoi, Vietnam. Nov.5-8.

24. Sun, J., Wang, L.J., & **Ke, J.** (2019, Nov.). Developing Transgenerational Entrepreneurship in Family Businesses – A Grounded Theory Study in China. Presented at *the 18<sup>th</sup> AHRD International Research Conference in Asia*, November 5 – 8, 2019, Hanoi, Viet Nam.

23. Wheaton, D.L., & **Ke, J.** (2019, August). Improving Retention and Completion of Adult Students. *2019 JSU Faculty & Staff Seminar*. Jackson, MS.

22. Bingham, M.J., & **Ke, J.** (2019, April). Designing Effective Adult Degree Completion Programs for Nontraditional Students. Presented at *Association for Nontraditional Students in Higher Education 2019 Conference*. Orlando, FL.

21. Bingham, M.J., **Ke, J.**, Wilson, C., & Smith, G. (2019, Feb.). An Analysis of Selected Credit for Prior Learning Programs at Historically Black Colleges & Universities and Primary White Institutions. Presented at the *National Association of African American Studies & Affiliates 27th Annual Conference*. Dallas, TX.

20. **Ke, J.** (2019, Feb.). Inside Stakeholders' Ethics Development for Sustainable HRD. Presented at the *2019 Academy of Human Resource Development (AHRD) International Conference*. Louisville, KY. February 13-16.

19. **Ke, J.** & Bingham, M.J. (2017, Nov.). Contextual study of developing women leaders in China. Presented at *AAACE Commission for International Adult Education Pre-conference*. Memphis, Tennessee.

18. **Ke, J.**, Rui, K., & Liu, D. (2016, Nov.). Designing professional learning communities through understanding the beliefs of learning. Presented at *AAACE Commission for International Adult Education Pre-conference*. Albuquerque, New Mexico.

17. **Ke, J.** & Bingham, M.J. (2016, Nov.). Be the Wind beneath the Wings. Presented at *AAACE 65<sup>th</sup> Conference*. Albuquerque, New Mexico.

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16. Wheaton, D.L., & **Ke, J.** (2016, Nov.). Connecting Dots in Teaching Minority Adult Undergraduates. Presented at *AAACE 65<sup>th</sup> Conference*. Albuquerque, New Mexico.
  15. **Ke, J.** & Wheaton, D.L. (2016, April). Minority Adult Undergraduates' Learning and Teaching Effectiveness Perceived by Their Instructors. Presented at *Association for Nontraditional Students in Higher Education 2016 Conference*. Dearborn, Michigan.
  14. Bingham, M.J., & **Ke, J.** (2016, Feb.). Implementing Credit for Prior Learning Programs at HBCUs. Presented at the *National Association of African American Studies & Affiliates 24<sup>th</sup> Annual Conference*. Baton Rouge, Louisiana.
  13. **Ke, J.**, & Bingham, M. J. (2015, Nov.). Co-construction of Learning Identity. *Presented at AAACE 64<sup>th</sup> Conference*. Oklahoma City, Oklahoma.
  12. Bingham, M.J., & **Ke, J.** (2015, Mar.). Designing Effective Adult Degree Completion Programs for Nontraditional Students. Presented at *Association for Nontraditional Students in Higher Education 2015 Conference*. Washington D.C.
  11. Bingham, M.J., & **Ke, J.** (2015, Feb.). An Analysis of Adult Degree Completion Programs at HSBCUs. Presented at the *National Association of African American Studies & Affiliates 22<sup>nd</sup> Annual Conference*. Baton Rouge, Louisiana.
  10. **Ke, J.**, & Bingham, M. J. (2014, Nov.). With a Degree, Now What? *Presented at AAACE 63<sup>rd</sup> Conference*. Charleston, South Carolina.
  9. Bingham, M.J., & **Ke, J.** (2014, Feb.). Marketing Adult Degree Completion Programs to African-American and Other Underrepresented Ethnic Minorities. Presented at the *National Association of African American Studies & Affiliates 22<sup>nd</sup> Annual Conference*. Baton Rouge, Louisiana.
  8. Wheaton, D.L., & **Ke, J.** (2014, Feb.). A New Type of HBCU Student: Examining Teaching and Learning among Non-Traditional African American Students. Presented at the *National Association of African American Studies & Affiliates 22<sup>nd</sup> Annual Conference*. Baton Rouge, Louisiana.
  7. **Ke, J.**, & Wheaton, D.L. (2013, Nov.). 'Andragogy' in a Shifting Learning Landscape. Presented at *AAACE 62<sup>nd</sup> Conference*. Lexington, KY.
  6. Sun, J., & **Ke, J.** (2011, Nov.). Is it good to combine two quantitative methods courses into one? A longitudinal study presented at *Decision Science Institute 42<sup>nd</sup> Annual Meeting*. Boston, MA.
  5. **Ke, J.** (2009, Jan.). Why professional context matters? – Instruction media comparison studies in Continuing Professional Education presented at *2009 Hawaii International Conference on Education*. Honolulu, Hawaii.
  4. **Ke, J.**, Tolson, H., & Nafukho, F. (2009, Jan.). Banking professionals' perceptions of the effectiveness of online Continuing Professional Education (CPE) (Abstract) presented at *2009 Hawaii International Conference on Education*. Honolulu, Hawaii.

3. **Ke, J.** & Huang, T. (2006, Sept.). How Continuing Professional Education (CPE) Bridges the Gap between Market Demand for and Internal Shortage of High-quality Professionals in Banking Industry: Case in the U.S. and its Implications. Presented at the *2006 International Conference on Human Resource Development and Strategy*. Tainan, Taiwan.

2. **Ke, J.** (2006, Jan.). How training and development improve retention: A study of top five commercial banks in the U.S.. Poster session presented at the *2006 Annual Educational Research Exchange*, Texas A&M University. College Station, Texas.

1. **Ke, J.** (2004, Jan.). Cost-sharing and accessibility of Chinese Higher Education. Paper presented at *The 9th Annual Educational Research Exchange*, Texas A&M University. College Station, Texas.

## TEACHING

### A. Courses Taught at Jackson State University (Fall 2012 - Present)

1. CLL104 *Workforce Communication* (online and traditional)
2. CLL301 *Principle Centered Leadership* (online and traditional)
3. CLHR215 *Design, Delivery, Facilitation of Training* (online and traditional)
4. CLHR330 *Ethical Procedures in the Workplace* (traditional and online)
5. CLHR450 *Human Resource Development Seminar* (traditional and online)
6. CRR425 *Customer Service* (online)
7. CLL383 *Research Tools and Fundamentals* (online and traditional)
8. CLL483 *Special Field Research Projects* (online and traditional)
9. CLHR200 *Foundation of Human Resource Development* (traditional and online)
10. CLHR220 *Training, Developing and Communicating* (traditional)
11. CLL480 *Independent Study* (Spring, 2017; traditional), part of the Freshman to PhD program funded by Kellogg Foundation.
12. CLL481 *Field Research Project* (Fall, 2016; traditional), part of the Freshman to PhD program funded by Kellogg Foundation.

### B. Courses Taught at Texas A&M University (Spring, 2006)

EHRD625 *Organization Development* (Traditional; Graduate-level)

## SERVICE

### A. Editorial Positions

- Editorial Board, *Advances in Developing Human Resources*, 2019 - present
- Managing Editor, *Journal of Chinese Human Resource Management*, Dec. 2010-2019
- Co-editor, *Triumph*, Jackson State University, 2012-2014

### B. Refereed Journal & Conference Reviewer

- Journal of Management Development, 2011-present



- Organization Management Journal, 2018-present
- AAACE (American Association for Adult and Continuing Education) Annual Conference (2016-present)
- AHRD (Academy of Human Resource Development) International Research Conference (2004-2009; 2015-present)
- Journal of Workplace Learning (2011-present)
- Journal of Chinese Human Resource Management (2010- present)
- New Horizons in Adult Education & Human Resource Development (2008-present)
- HRDR (Human Resource Development Review) (2006-present)
- AHRD (Academy of Human Resource Development) Asia Chapter (2007)
- AHRD (Academy of Human Resource Development) Cutting Edge Reward Review (2006)
- AERJ (American Educational Research Journal) (2005)

### ***C. International and National Service***

- *VP of Finance & Newsletter Specialist*, International Association of Chinese Human Resource Development (IACHRD), October, 2007 – 2014
- Member, Association for Continuing Higher Education (ACHE) Awards Committee, 2017-present
- Member, Association for Continuing Higher Education (ACHE) South Awards Committee, 2015-present

#### *Service to the Academy of Human Resource Development (AHRD)*

- *Co-chair*, International Committee, AHRD, 2021-present
- *Co-coordinator*, 2nd AHRD China Conference – Talent Ready for Business, Shanghai, China, Nov. 18-26, 2022
- *Co-coordinator*, First AHRD China Conference – Talent Ready for Business, Shanghai, China, Nov. 14-16, 2019
- *Co-chair*, China Interest Group, AHRD, 2019-present
- *Track Chair*, Evaluation and Assessment Track, AHRD International Research Conference, 2018-2019
- *Associate Track Chair*, Evaluation and Assessment Track, AHRD International Research Conference, 2017
- *Associate Track Chair*, Performance and Strategy Track, AHRD International Research Conference, 2014-2016
- Member, Non-referred Roundtable Proposal Committee, AHRD International Research Conference, 2014-2015
- Member, AHRD China HRD Research Interest Groups, 2007-2008; 2014 - present
- *Symposium Chair*, Academy of Human Resource Development International Research Annual Conference in Americas, 2006

#### *Service to the American Association for Adult and Continuing Education (AAACE)*

- *Chair*, Human Resource Development Interest Groups, 2016-2018

### Presentations & Workshops

- *Focus Group Co-presenter*, ‘A Cross-SIG Proposal on Research Collaboration Networking for the 2020 AHRD Conference Sponsored by the China, India, and Korea SIGs of AHRD’. The 2020 Academy of Human Resource Development (AHRD) International Conference. Feb. 26-29, Atlanta, GA.
- *Keynote Speaker*, First AHRD China Conference – Talent Ready for Business, Shanghai, China, Nov. 15-16, 2019
- *Pre-conference Workshop Presenter*, First AHRD China Conference – Talent Ready for Business, Shanghai, China, Nov. 14, 2019
- *Keynote Speaker*, the 2019 AHRD Shandong Summit – Talent Ready for Business, Jinan, China, Nov. 19, 2019

### **D. University Service**

1. Representative, Distance Planning and Implementation Team, 2019-2020
2. Faculty Representative, Faculty Senate, 2019
3. Faculty Marshall, Commencement, Jackson State University, 2015 - 2018
4. Member, Globalization Committee, Jackson State University, 08/2015 - Present
5. Member, Curriculum Scan, Jackson State University, 08/2015 - Present
6. Member, Cyber-learning Assessment Committee, 02/2015 - Present
7. *Panelist*, New Faculty Orientation Workshop, Jackson State University, Aug. 18, 2014
8. Member, Academic Peer Review Assessment Committee, Jackson State University, 2014 - Present
9. Member, Faculty Career Council member, Jackson State University, 2012 - Present

### **E. College Service**

1. *Chair*, Research Committee, College of Education, 2015-2019
2. *College of Education Representative*, Planning Committee, JSU Innovation Month, November, 2016
3. *Member*, NCATE (National Council for Accreditation of Teacher Education) Steering Committee, Jackson State University, 08/2015 – Present
4. *Member*, Website Committee, CEHD, Jackson State University, 2013 - Present
5. *Member*, Grievance Committee, CEHD, Jackson State University, 2014 - 2016
6. *Member*, Blackburn Teacher Exchange Program, Jackson State University, 2014 – 2015; 2018
7. *Evaluator*, Urban Higher Education 2014 Conference Committee, 2014
8. *Member*, Teacher Leadership Committee, CEHD, Jackson State University, 2013 – 2014

### **F. Department Service**

1. *Recruitment Planning Committee*, School of Lifelong Learning, Jackson State University, 2016 - present

2. *Webmaster*, managing the Website of School of Lifelong Learning, CEHD, Jackson State University, 2013 - present
3. *Speaker*, New Students Orientation, School of Lifelong Learning, Jackson State University, 2013 - present
4. *Recruiter*, Nissan Plant College Program, School of Lifelong Learning, Jackson State University, July, 2014
5. *Search Committee Chair*, Student Specialist in Senior College, School of Lifelong Learning, Jackson State University, November, 2013

### ***F. Community Service***

1. *Board Member & Lead Grant Writer*, Center for the Healing of Racism, Houston, TX, 2012 - 2014

### **GRANT/FUNDING**

1. *Principal Investigator*, Open Educational Resources (OER) Grant, The University of Mississippi, with support from the William and Flora Hewlett Foundation, 2019-2020

Proposal Title: Open Educational Resources Adopted for CLL301 Principle-centered Leadership

2. *Principal Investigator*, Open Educational Resources (OER) Grant, The University of Mississippi, with support from the William and Flora Hewlett Foundation, 2021-2022

Proposal Title: Open Educational Resources Adopted for CLL104 Workforce Communication Behavior & Culture

3. *Principal Investigator*, Wayne Whelan Research Grant, ACHE (Association for Continuing Higher Education, 2014-2015

Proposal Title: African American Adult Undergraduates in Focus: Motivations, Expectations and Aspirations

4. *Principal Investigator*, HBCU-SAFRA Title III Grant, Jackson State University Center for Undergraduate Research (CUR)- 2015-2016

Project Title: When Both Race and Gender Matter in the World of Academia

### **Grant Project Management**

1. *Faculty Instructional Designer*, Multidisciplinary Education Team, First in the World Program (Transforming STEM education), College of Science and Technology, 2016 - 2021

2. *Key Personnel (Co-director), Freshmen to PhD Program*, University of Pennsylvania Minority Serving Institution Capacity Building Grant, 2015-2016
3. *External Evaluator, Targeted Infusion Project: Prompting Effective Active Learning through Implementing Self-Regulated Learning Assessment in Diverse STEM Learning Settings*, NSF, 2015-2020
4. *External Evaluator, Broadening Participation Research Project: Effects of Scaffolding Cyber-Enabled Collaborative Learning in Authentic STEM Education Settings*, NSF, 2015-2020