

CURRICULUM VITAE

Julie Gedro, M.B.A., Ed.D.

Central New York Center
Empire State College
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EDUCATION

Ed.D. University of Georgia, 2000
Major: Adult Education/Human Resource Development

Gedro, J. (2000). Urban Cowgirls: How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. Doctoral dissertation University of Georgia, Athens, Georgia. *Dr. Ronald M. Cervero, Chair and Advisor.*

M.B.A. Kennesaw State University, 1992
Major: Management Information Systems

B.A. College of William and Mary, 1985
Double Major: Economics and English

POSITIONS

Empire State College, State University of New York (SUNY)
Syracuse, New York

- 2009- Present *Faculty Chair, Central New York Center.*
Responsible for establishing a schedule for review of faculty work and documents through Program Review meetings. Works closely with new mentors, providing orientation to the College and review of work for the first twelve months. Serves as Chair of the Academic Review Committee, co-Chairs Center meetings with the Dean, and serves on the Center Planning Committee.
- 2008-Present *Director, FORUM Central Management Program*
Administrative/managerial position responsible for Residency-based, blended model Business program. Responsible for enrollment management, academic quality, curriculum, degree program planning. Manage fulltime staff of three, and oversee 12 faculty and tutors.
- 2003- Present *Mentor/Coordinator, Business, Management & Economics Undergraduate program:* Human Resource Management; Training & Development; Compensation & Benefits; Workplace Diversity; Organizational Behavior; Management Recruitment & Selection; Affirmative Action; Business Ethics; History of Management Thought; Organizational Leadership; Business Policy and Strategy; Social Capital.
Graduate program: M.A. in Labor and Policy Studies faculty. Have taught all of the Human Resource courses including: Human Resource Management: Achieving Organizational Effectiveness, Staffing the Organization, and Compensation, Motivation and Performance.

SCHOLARLY ACTIVITIES

Publications

Edited Volumes:

Rocco, T., Gedro, J., & Kormanik, M. (Eds) (2009, February). Sexual Minority Issues in HRD: Raising awareness. Single issue journal of the Advances series of the *Academy of Human Resource Development*.

Gedro, J., & Storberg-Walker, J. (Eds). (2005). Representing the Cutting Edge: The Top Ten Papers from the 2005 *Academy of Human Resource Development* Conference Proceedings.

Gedro, J., & Storberg-Walker, J. (Eds). (2004). Within, Among, and Between Boundaries: The Top Ten Papers from the 2004 *Academy of Human Resource Development* Conference Proceedings.

Book Chapters:

Gedro, J. (2009, upcoming). Successfully Queering the Business Curriculum: A Proposed Agenda for Process As Well As Content. In Hill, R. & Grace, A. (Eds). *Adult Education in Queer Contexts: Power, Politics, and Pedagogy*.

Gedro, J. (2006). Lesbians: Identifying, Facing, and Navigating the Double Bind of Sexual Orientation and Gender in Organizational Settings. In Hill, R. (Ed). *Challenging Homophobia and Heterosexism: Lesbian, Gay, Bisexual, Transgender and Queer Issues: New Directions for Adult and Continuing Education*.

Journal Chapter in Progress:

Gedro, J. (2010, upcoming). Lesbian Presentations and Representations of Leadership, and Implications for HRD In McGuire, D. & Bagher, M. (Eds.). Special issue of *Journal of European Industrial Training: Diversity Training in Organisations*.

Refereed Articles:

Gedro, J. (2009, upcoming). A personal narrative of LGBT activism. In *New Horizons in Adult Education and Human Resource Development*.

Baillie, P. & Gedro, J. (2009). Perspectives on Out & Equal Workplace Advocates Building Bridges Model: A Retrospect of the Past, Present and Future of training impacting Lesbian, Gay, Bisexual and Transgender employees in the workplace. In *New Horizons in Adult Education and Human Resource Development*.

Gedro, J. (2007, Summer) Research on LGBT issues: Leading the field all over again. *Human Resource Development Quarterly*, 18(2). Invited Editorial.

Gedro, J., Cervero, R. & Johnson-Bailey, J. (2004, June). How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. *Human Resource Development International*, Lancaster University, Lancaster, UK.

Popular articles:

Gedro, J. (2007). Academic Report. *Out and Equal of San Francisco Newsletter*.

Gedro, J., Browning, L, Deering, M., and Schmidt, M. (2006). Yorkshire Terrier: Another Successful Year of Rescue. *Top Notch Toys*, XXII (11).

Gedro, J. (2001). Ok Y'all, How Out and Equal are We in the South? *Out and Equal of San Francisco Newsletter*.

Papers and Presentations

Gedro, J. (2009). Lipstick or golf clubs? Lesbian presentations and representations of leadership, and the implications for HRD. *Academy of human resource development Symposium*. Washington, D.C.

Munn, S., Gedro, J., Rocco, T. & Hornsby, E.E. (2009). Workforce diversity: Developing inclusive HRD practices for sexual minorities/LGBT employees. Innovative session for the *Academy of human resource development Symposium*. Washington, D.C.

Schmidt, S., Githens, R., Rocco, T. & Gedro, J. (2009). LGBT Issues and HRD Practice: Where Do We Go From Here? Directions for Future Research. Innovative session for the *Academy of human resource development Symposium*. Washington, D.C.

Hite, L., McDonald, K., Bierema, L., Kormanik, M., Kravitz, D. & Gedro, J. (2009). The Role of Diversity in HRD Curriculum. Innovative session for the *Academy of human resource development Symposium*. Washington, D.C.

D'Agostino, J., Gedro, J., RyanMann, D., Warzala, E., Wiley, L. & Yogtiba, J. (2009). Workplace Civility. Concurrent session conducted at *Empire State College All College Conference*, Saratoga Springs, NY.

Gedro, J., Gerulat, B., Spector, K., & Tunwall, C. (2008). Business, Management & Economics degree program planning made easy. *Empire State College All-Area of Study Meeting*, Saratoga Springs, NY.

Gedro, J., Holler, D., Nightengale, H., & Shrimpton, N. (2008). The eco-academy: Empire State College regional centers as sustainable ecosystems. *Empire State College All-Area of Study Meeting*, Saratoga Springs, NY.

Gedro, J. (2008). Lesbianism as the practice of freedom. *Adult education research LGBT Pre-conference proceedings*, St. Louis, MO.

Gedro, J. (2008). A contemporary conspectus of Business Ethics education: Content and pedagogy for HRD. *Academy of human resource development proceedings*. Panama City, FL.

Gedro, J. (2008). Social capital: A 21st century imperative. *Empire State College All College Conference*, Saratoga Springs, NY.

Gedro, J. (2007). Antecedents and consequences of participation in a national LGBT workplace summit. *Adult education research conference proceedings*. Halifax, Nova Scotia.

Gedro, J. (2007). Antecedents and Consequences of Participation in a National Research Conference. *Western region research conference on the education of adults proceedings*. Bellingham, WA.

Gedro, J. (2007). LGBT Career Development. *Academy of human resource development proceedings*. Indianapolis, IN.

Chapman, D., & Gedro, J. (2007). Queering the HRD Curriculum. *Academy of human resource development proceedings*. Indianapolis, IN.

- Gedro, J. (2006). Separation, Subjugation, Isolation and Intoxication: Lesbians and fences. *Adult education research conference Queer Pre-Conference proceedings*. Minneapolis, MN.
- Mandell, A., Rounds, C., Nagler, S., Coulter, X. & Gedro, J. (2005). Twenty-Five Years Later: Diverse Students, Diverse Ways of Studying. *Adult higher education alliance*, Boston, MA.
- Gedro, J. (2005). Queering the Curriculum. *Adult education research conference Queer pre-conference*, Athens, GA.
- Gedro J. (2002, February). How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. *Academy of human resource development proceedings*. Honolulu, Hawaii.
- Gedro J., Bierema, L., Johnson-Bailey, J., & Tisdell, L. (2002, February). Integrating Feminist Research and Practice in the Field of HRD. *Academy of human resource development proceedings*. Honolulu, Hawaii.
- Gedro J. (2003). How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. *Queer alliance of the 2002 Adult Education Research Conference*, San Francisco, CA.

Peer Reviewer Appointments

- Associate Track Chair, Critical HRD, Academy of Human Resource Development International Research Conference in the Americas. 2010 (upcoming).
- Reviewer, *Academy of Human Resource Development International Conference Submissions*. 2009, Social Justice Track.
- Reviewer, *Human Resource Development Review*. 2006- Present.
- Reviewer, *American Society for Training & Development, Conference-within-a-Conference Submissions*, 2006.
- Reviewer, *Academy of Human Resource Development International Conference Submissions*. 2006.

Other Scholarly Activities

- Author and Editor, Instructor's Guide for *Human Resource Management: Gaining a Competitive Advantage*, Seventh Edition, Raymond A. Noe, John R. Hollenbeck, Barry Gerhart, and Patrick M. Wright., Textbook Author. McGraw-Hill/Irwin, 2009.
- Author and Editor, Instructor's Guide for *Fundamentals of Human Resource Management*, Third Edition, Raymond A. Noe, Textbook Author. McGraw-Hill/Irwin, 2008.
- Keynote Speaker, Constellation of Diversity Residency. (February, 2007). Diversity, Learning and Change. Hosted by Genesee Valley Center, Rochester, New York.
- Course Reviewer (2007 and 2009). Selected Topics in HRM: LGBT Issues in the Workplace. Quality assurance reviewer for conversation from SUNY Learning Network to ANGEL online learning course management system.
- Course Developer, Empire State College Center for Distance Learning (2006). Selected Topics in HRM: LGBT Issues in the Workplace. Conceptualized, proposed, developed and currently teach upper-level online course.
- Symposium Chair. (2007). Academy of human resource development international conference, Indianapolis, IN.

Book Reviewer (2007). Young, C. *Organizational Behavior*. Mason: OH: Thomson-South-Western Publishing.

Empire State College / SUNY Master of Arts in Labor and Policy Studies. Master's Project Reader for three theses in 2007.

Visiting Scholar, (2005) Doctoral Dissertation entitled *The Influence Of Diversity Climate On Perceived Organizational Support And Job Satisfaction*. Author: Ken Hankins, Cappella University, submitted for Ph.D. in Business.

Gedro, J. (2004). Including LGBT Issues in the Business Curriculum. Poster session accepted for the annual conference of the *American Association of Colleges and Universities*, Nashville, TN, October 21-22.

Media Interviews

"Keeping the Neighborhood Vibrant." April 27, 2007. Interview with Sarena McRae, Syracuse Post Standard.

"Power in Numbers." September 8, 2006. Interview with Lucy May, Senior Staff Reporter for Cincinnati Business Courier.

Community And Business Workshops

WellPoint **Teleseminar**: Never Stop Investing in Yourself—Engaging in Continuous Learning. (June 22, 2009). Invited Panelist.

Rocco, T., Gedro, J., & Kormanik, M. (Eds) (2009). **AHRD Webinar**: Sexual Minority Issues in HRD: Raising awareness. Single issue journal of the Advances series of the *Academy of Human Resource Development*.

Dagang, S., Gedro, J. & Hildebrant, T. (2008). Building Bridges Train-the-Trainer Workshop. Out and Equal Workplace Advocates of San Francisco Annual Workplace Summit Pre-Conference, Austin, TX.

Gedro, J. (2008). Urban Cowgirls: How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. University Neighborhood Lecture Series, April 17, 2008, Syracuse, New York.

Gedro, J. (2007). Building Bridges Train-the-Trainer Workshop. Out and Equal Workplace Advocates of San Francisco Annual Workplace Summit Pre-Conference, Washington, D.C.

Gedro, J. (2005). LGBT Issues in the Workplace. Community Breakfast presenter and Fireside Chat at Marshall University, Huntington, WV, November 30, 2005.

Gedro, J. (2005). Syracuse University. Career Conversation Circle Discussant on issues related to career concerns of LGBT students, alum and allies. November 2.

Gedro, J. (2005). Founding Member, Out and Equal Workplace Advocates Research Institute. Inaugural meeting on September 21, 2005, in Denver, Colorado.

Gedro, J. (2005). How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. Keynote Speaker at Financial Services Industry Exchange (FSIX), June 16, 2005.

- Gedro, J. (2004). Identities and Institutions: Lesbians in Corporate America. Panelist at the Syracuse University LGBT Studies: Local, National, Global Perspectives Conference, October 23.
- Gedro, J. (2003). How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. Keynote Speaker at Reaching Out MBA Conference Women's Dinner, New York, New York.
- Gedro, J. and Elias, M. (2003). The Lesbian Executive Leadership Summit. One day workshop for lesbian executives to develop their leadership skills using Gedro's doctoral research; Myers-Briggs Temperament Indicator; and learning and practicing peer coaching methods.
- Gedro, J. (2003, April). Getting your foot in the door and keeping your seat at the table. Workshop presented for the Atlanta Gay and Lesbian Chamber of Commerce on working with Fortune 500 supply chains. Sheraton Colony Square, Atlanta, GA.
- Gedro, J. (2002). Urban Cowgirls: How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. Workshop presented at the Annual Out and Equal National Workplace Summit, September, Orlando, FL.
- Gedro, J. (2001, November). Crossing the Current Quietly: Gays and Lesbians in the Episcopal Church. Workshop presented for St. Luke's Episcopal Church, Atlanta, GA.
- Gedro, J. (2001, April). Urban Cowgirls: How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. Keynote Speaker for AT&T LEAGUE (Gay and Lesbian employee resource group) Annual Fundraising Dinner, Atlanta, GA.
- Gedro, J. (2001, July). Urban Cowgirls: How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. Keynote Speaker for Fourth Tuesday Lesbian professionals' networking association, Atlanta, GA.
- Gedro, J. (2001, October). Urban Cowgirls: How Lesbians Have Learned to Negotiate the Heterosexism of Corporate America. Workshop presented at University of Georgia Department of Women's Studies Noon Speaker Series, Athens, GA.

HONORS AND AWARDS

2009-2010 recipient, Jane Altes Prize for Exemplary Community Service

PROFESSIONAL EMPLOYMENT

- | | |
|---------------|---|
| 2002- Present | <i>Executive Coach, Writer, Speaker, Consultant</i>
President, Quiet Tiger, Inc.: A Performance Excellence Corporation |
| 2002. | BellSouth Telecommunications, Inc.

<i>Human Resources Manager, Network Services</i>
<i>Information Technology Staffing Manager, Bellsouth Internet Services</i>
(Bellsouth.Net™) |
| 1993-1999 | FiServ, Inc.
<i>Manager, Training and Development, IPS-Sendero, Atlanta, GA</i> |
| 1991-1993 | Western-Southern Life, Inc.
<i>Customer Support Trainer, Integrated Planning Systems, Atlanta, GA</i> |

Professional Affiliations

Associate Program Chair, *Academy of Human Resource Development International Symposium*, 2008.

United University Professions. Delegate. 2007-2008.

Member, 2006. Co-Chair, Cutting Edge Committee. *Academy of Human Resource Development*. 2004 and 2005.

Chair, Diversity Sub-Committee. Research to Practice Committee of the *American Society for Training and Development*. Appointed January, 2003.

Co-Chair, 2002, And Chair-Elect For 2003, *Bellsouth's NewAngle* (Associates Networking For Gay And Lesbian Equality).

Co-Chair, Training Committee *Out and Equal Workplace Advocates* of San Francisco, CA. 1999-2001.

Community Service

Vestry member, commissioned lay eucharistic visitor, Altar Guild Member, Audit Committee, and Verger. St. Paul's Episcopal Cathedral, Syracuse, New York.

Member, Board of Directors. University Neighborhood Preservation Association. 2006-2008. Member, Marketing Committee.

Street Scene Volunteer, Westcott Cultural Fair, Summer, 2007 and 2008. Syracuse, New York. Jeannette Rankin Foundation, Athens, GA. Reader Circle. 2001-2002.

Yorkshire Terrier National Rescue a 501[c]3: Editor, Yorkie Times. The Yorkie Times is a monthly subscription newsletter providing information about Yorkshire Terriers for its subscriber base.

--State Director, New York. *Yorkshire Terrier National Rescue*. 2003-present.

--State Director, Georgia. (1999-2003). *Yorkshire Terrier National Rescue*.

Empire State College Service

Date	Service	Role
2008-Present	Senate Ad-Hoc Committee on Workplace Civility	Chair
2008- Present	Vision 2015 Task Force	Member
2007- Present	Committee on Undergraduate Standards and Practices (CUSP)	Member
2007-Present	FORUM Central Business Management Education Program Curriculum Committee	Member
2007	Search Committee, Associate Dean of Northeast Center in Latham, NY	Member
2007	Search Committee, Associate Dean of Central New York Center in Syracuse, NY	Member
2006	Search Committee, Marketing and Outreach Specialist for FORUM Central Management Education Program	Member

2005-2007	Center Development Committee	Chair
2005-2007	Mentoring Institute	Central New York Center Representative
2005-Present	Quest (Queering Empire State College)	Founding Member
2005-2006	Faculty Conference	Co-Convener
2005-2008	SEFA Central New York	CNY Coordinator
2006	Women's Studies Residency	Planning Committee
2005	Search Committee, Human Development Position in Ithaca Unit	Member
2005	Student All-College	Presenter, with Amy Tweedy. Title: <i>You are not the only one</i>
2003-2006	New York State Fair	Booth Volunteer
2005	Middle States Periodic Review Report Committee	Committee Member

Professional Certifications

Society for Human Resource Management, Certified PHR (Professional in Human Resources). Certified through 12/31/2010.