

## **Deborah M. B. Roebuck**

Full Professor  
Coles College of Business  
Kennesaw State University  
Management & Entrepreneurship  
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### **Education**

PHD, Georgia State University, 1990.

Major: Business Education

Supporting Areas of Emphasis: Organizational Development, Organizational Communication, and Organizational Behavior

Dissertation Title: A Stochastic Analysis of the Influence of Group Interaction on Shared-Document Collaborative Writing Tasks and the Products Produced

MA, Truman State University, 1975.

Major: Business Education

BS, Truman State University, 1974.

Major: Business Education

### **Professional Positions**

#### **Academic**

Professor of Management, Kennesaw State University. (July 1, 2008 - Present).

Visiting Professor of Management, Institute for Business and Public Administration. (May 2003 - 2013).

Executive Director of the Siegel Institute of Leadership, Ethics, and Character, Kennesaw State University. (January 1, 2006 - August 1, 2008).

Chair of the Department of Leadership & Professional Development, Programming Director of EMBA, and Professor of Management, Kennesaw State University. (January 2001 - December 2005).

Associate Professor, Kennesaw State University. (August 1999 - December 2000).

Associate Professor, Kennesaw State University. (August 1994 - July 1999).

Assistant Professor, Kennesaw State College. (August 1988 - May 1994).

Instructor, Kennesaw State College. (August 1985 - May 1988).

Graduate Teaching Assistant, Georgia State University. (June 1985 - December 1985).

Instructor of Business, Phillips College, Northside. (August 1984 - May 1985).

Instructor of Administrative Services, William Rainey Harper College. (August 1982 - May 1984).

Instructor of Business Administration, Iowa Central Community College. (August 1980 - May 1981).

Instructor of Business, Northeast Missouri State University. (August 1979 - May 1980).

## **Licensures and Certifications**

Registered Corporate Coach, Worldwide Association of Business Coaches. (May 2008 - Present).

Certified Facilitator of Culture in the Workplace. (2005 - Present).

Certified Hermann Brain Dominance Instrument Facilitator, Hermann International, Inc. (2004 - Present).

Certified WorkPlace Big Five Facilitator. (2004 - Present).

Facilitator, Roger Schwarz. (February 2002 - Present).

Certified NEO-PI Facilitator, CENTacs. (2001 - Present).

Certified Covey Building Trust Facilitator, Franklin Covey. (1998 - Present).

Certified 7 Habits Covey Facilitator. (1996 - Present).

Qualified MBTI Administrator. (1996 - Present).

Lifetime Teaching Certification for Missouri and Iowa. (1974 - Present).

## **Awards and Honors**

Clarice Brantley Service Award for the Southeast Region, Association for Business Communication. (March 9, 2013).

Distinguished Member Award, Association for Business Communication. (October 26, 2012).

Outstanding Article of the Year 2011 Business Communication Quarterly, Association for Business Communication. (October 21, 2011).

Best Paper Award, International Conference on Learning and Administration in Higher Education 2010. (June 17, 2010).

Who's Who of American Women, Marquis Who's Who. (March 31, 2010).

Who's Who Among Executives and Professionals, Cambridge Who Who. (December 2008).

## **RESEARCH**

### **Published Intellectual Contributions**

#### **Books**

Roebuck, D. (2012). *Communication Strategies for Today's Managerial Leader* New York, New York: Business Expert Press.

## Conference Proceedings

Desman, R., Moodie, D., Roebuck, D., Siha, S. (2010). *What Does the Management Major Need to Know?* Nashville, Tennessee: International Conference on Learning and Administration in Higher Education.

## Journal Articles

Roebuck, D., Smith, D. N., El Haddaoui, T. (2013). Cross-Generational Perspectives on Work-Life Balance and its Impact. *Advancing Women in Leadership Journal*, 33.

Roebuck, D., Siha, S., Bell, R. L. (2013). Faculty Usage of Social Media and Mobile Devices: Analysis of Advantages and Concerns. *Interdisciplinary Journal of E-Learning and Learning Objects*, Volume 9, 171-192.

Smith, D. N., Roebuck, D., Maendler, M. (2013). An Exploratory Study of the State of United States Women in Leadership. *Journal of Women's Intercultural Leadership*.

Raina, R., Roebuck, D. (in press). Exploring Cultural Influence on Managerial Communication in Relationship to Job Satisfaction, Organizational Commitment and the Employees Propensity to Leave in the Insurance Sector of India. *To appear in International Journal of Business Communication*.

Desman, R., Moodie, D., Roebuck, D., Siha, S. (2012). What Does the Management Major Know? *Journal of Learning in Higher Education*, 7(1), 50-66.

Roebuck, D., Smith, D. N. (2011). Wisdom from Executive Female Leaders: What Can Organizations, Executive Education. *10*(1), 43-86.

Roebuck, D., Chandler, M., Swan, B., Brock, S. (2011). Perceptions and Outcomes of a Managerial Coaching Certificate Program: Educational Leaders vs. Business Leaders. *Wiley Publishers*, 5(2), 43-53.

Roebuck, D. (2010). Teaching the Art and Craft of Feedback. *Business Communication Quarterly*, 73 (4) (December 2010), 413-431.

Roebuck, D. (2010). My Favorite Assignment. *Business Communication Quarterly*, 73(3), 343-363.

Roebuck, D., S. D. (2010). Teaching Leadership through Interviews. *Journal of Leadership Education*, 9(2), 135-143.

## Presentations Given

Roebuck, D. (Author Only), Smith, D. (Presenter & Author), Ferketish, S. L. (Presenter & Author), 2013 ALE Conference, "What I Know for Sure: Their Stories, Our Words," Association for Leadership Educators, New Orleans.

Roebuck, D. (Presenter & Author), Sharbrough, W. (Presenter & Author), DuFrene, D. D. (Presenter & Author), Dulek, R. (Presenter & Author), O'Neil, K. (Presenter & Author), 78th Annual International Convention of ABC All That Jazz, "Strategies for Becoming Academically Qualified as a Business Communication Professor," Association for Business Communication, New Orleans, Louisiana. (October 26, 2013).

Roebuck, D. (Presenter & Author), Hynes, G. E. (Presenter & Author), 78th Annual International Convention of ABC All That Jazz, "The Impact of Workplace Diversity on Interpersonal

- Communication," Association for Business Communication, New Orleans, Louisiana. (October 25, 2013).
- Roebuck, D. (Presenter & Author), Barnes, F. (Presenter & Author), ABC SE/Midwest Regional Conference, "Gaining the Inside Track: Your Feedback on the ABC-SE and Its Regional Conferences," Association for Business Communication, Louisville, Kentucky. (March 8, 2013).
- Roebuck, D. (Presenter & Author), Raina, R. (Author Only), Lee, C. (Author Only), Communicating Sustainability in Business 77th Annual International Convention of the Association for Business Communication, "An Exploratory Study of Listening Skills of Managers and Non-Managers within India, Malaysia, and United States," Association for Business Communication, Honolulu, Hawaii. (October 26, 2012).
- Smith, D. N. (Presenter & Author), Roebuck, D. (Author Only), Maendler, M. (Author Only), 2012 ALE Annual Conference, "Is a Sea of Change on the Horizon for Women Leaders?," Association of Leadership Educators, The University of Florida, Gonzaga University and University of Phoenix, Key West, FL. (July 10, 2012).
- Roebuck, D. (Presenter & Author), Hynes, G. (Author Only), Kelley, J. (Presenter & Author), Srinath, A. (Author Only), The 11th European Conference of the Association of Business Communication Beyond boundaries: Multicultural, multilingual, and multimodal diversity in business communication, "The Impact of Workplace Diversity on Interpersonal Communication," Association for Business Communication, Nijmegen, the Netherlands. (June 1, 2012).
- Roebuck, D., 2012 ABC-SE Regional Conference Communication and Technology Trends, "Who's the Better Listener: A Man or a Woman?" Association for Business Communication, St. Petersburg, Florida. (March 10, 2012).
- Roebuck, D. (Presenter & Author), Transcending Boundaries in a New Media Environment, "Transcending Traditional Academic Boundaries--Creating a Five Day MBA Strategic Communication Course," Association for Business Communication, Montreal, Canada. (October 21, 2011).
- Roebuck, D. (Presenter & Author), Srinath, A., Transcending Boundaries in a New Media Environment, "Communication Perceptions of Employees and Managers," Association for Business Communication, Montreal, Canada. (October 20, 2011).
- Roebuck, D. (Presenter & Author), Chandler, M. (Presenter & Author), Swan, B. (Presenter & Author), 41st Anniversary Conference of ISEP [International Society of Educational Planning, "Cross-college Collaboration Produces Initial Research Findings on Coaching as An Effective Way to Develop Educational Leaders.," ISEP, Budapest, Hungary. (October 14, 2011).
- Roebuck, D., Smith, D. N. (Presenter & Author), Reaching New Heights in Leadership Education 2011, "Words of Wisdom from Senior Women Leaders to Aspiring Females," Association of Leadership Educators, Denver, Colorado. (July 11, 2011).
- Roebuck, D. (Presenter & Author), Hynes, G. (Presenter Only), O'Neil, K. (Presenter & Author), Dekay, S. (Presenter & Author), Hajduk, T. (Presenter & Author), Corporate Communication International Annual Conference, "Communication Training for Corporate Clients," Corporate Communication International, New York, New York. (June 8, 2011).
- Roebuck, D. (Presenter & Author), Smith, D. N. (Presenter & Author), 3rd Annual Symposium on Executive Education, "Wisdom from Executive Female Leaders: What Can Organizations,

- Executive Education Programs, and Executive Students Learn?" Coles College of Business Executive Education Programs, Kennesaw, Georgia. (May 19, 2011).
- Roebuck, D. (Presenter & Author), Chandler, M. (Author Only), Communicating Across the Generations 2011 ABC-SE Regional Conference, "Research Findings Regarding Coaching: What's Happened Since ABC-SE 2009 on Our Journey of Communication and Collaboration," Association for Business Communication, Charleston, South Carolina. (April 1, 2011).
- Chandler, M. (Presenter & Author), Roebuck, D. (Presenter & Author), 51st Annual Conference, "The New Image of Leadership: Coached, not Cloned," Southern Regional Council on Educational Administration, Savannah, Georgia. (October 29, 2010).
- Roebuck, D. (Presenter & Author), Harms, P. (Presenter & Author), Creating Synergy in the Windy City 75th Annual Convention of Association for Business Communication, "My Favorite MBA Communication Assignment," Association for Business Communication, Chicago, Illinois. (October 29, 2010).
- Roebuck, D. (Presenter & Author), O'Neill, K. (Presenter & Author), Harms, P. (Presenter & Author), Creating Synergy in the Windy City--75th Annual Convention, "Face-to-Face Two-Way Conversations about Performance: Evidence of Success," Association for Business Communication, Chicago, Illinois. (October 29, 2010).
- Roebuck, D., Learning, Leading, and Serving, "Connecting the Dots of Leadership Through Interview Assignments," Association for Leadership Educators, Milwaukee, Wisconsin. (June 22, 2010).
- Desman, R. (Author Only), Moodie, D. (Presenter & Author), Roebuck, D. (Author Only), Siha, S. (Author Only), International Conference on Learning and Administration in Higher Education, "What Does the Management Major Need to Know?" Academic Business World, Nashville, TN. (June 1, 2010).
- Roebuck, D. (Presenter Only), Critical and Creative Thinking--The Foundation for Effective Business Communication, "Unlocking Critical Strategic Communication and Thinking through Community Partnerships," Association for Business Communication--Southeastern US Region, Birmingham, Alabama. (March 20, 2010).
- Roebuck, D. (Presenter Only), Exploration and Discovery: A Historical Perspective on Developments and New Directions in Business Communication, "Best Practices and New Ideas in Management Communication," Association for Business Communication, Portsmouth, Virginia. (November 11, 2009).
- Roebuck, D. (Presenter & Author), Exploration and Discovery: A Historical Perspective on Developments and New Directions in Business Communication, "Teaching the Art of Feedback," Association for Business Communication, Portsmouth, Virginia. (November 6, 2009).
- Roebuck, D. (Presenter & Author), Shining the Light of Leadership, "Lighting the Way for Others to Follow: Collaboration between a College of Education and a College of Business," Association of Leadership Educators, Providence, Rhode Island. (July 13, 2009).
- Roebuck, D. (Presenter & Author), Chandler, M. (Presenter & Author), Brock, S. (Presenter & Author), ABC Southeastern, "Communication and Collaboration Make Sense for a College of Education and a College of Business," Association for Business Communication, Atlanta, Georgia. (March 18, 2009).

- Roebuck, D. (Presenter & Author), 1st International Conference on Women's Leadership and Social Justice, "Women's Leadership and Social Justice," National Council of Women in Egypt, Cairo, Egypt. (March 16, 2009).
- Roebuck, D., Creely, T., Pynn, T., Seventeenth Annual Meeting of the Association for Practical and Professional Ethics, "Building Ethical Leaders from the Inside Out Around the World," Association for Practical and Professional Ethics, San Antonio, TX. (2008).
- Roebuck, D. (Presenter & Author), 73rd Annual Convention of the Association for Business Communication, Association for Business Communication, Incline Village, Nevada. (October 31, 2008).
- Roebuck, D. (Presenter & Author), 73rd Annual Convention of the Association for Business Communication, "Consulting Institute: Tales from the Spooky World of Consulting," Association of Practical Communication Consultants, Incline Village, Nevada. (October 30, 2008).
- Roebuck, D. (Presenter & Author), The Leadership Challenge Forum 2008, "How Important is the Picture?" Pfeiffer, Wiley and Josey-Bass, Denver, Colorado. (August 8, 2008).
- Roebuck, D., Atlanta Chapter of Women in Electronics Annual Education Meeting, "Building Women Leaders in the Electronics Industry," Women in Electronics, Duluth, Georgia. (May 8, 2008).
- Roebuck, D., Ziarul Financiar Human Resources Conference, "Building Leaders to Win the War on Talent," Ziarul Financiar, Bucharest, Romania. (March 19, 2008).
- Roebuck, D., Ziarul Financiar Human Resources Conference, "Workplace Challenges in Today's Global Organizations: What Romanian Leaders Need to Know," Ziarul Financiar, Bucharest, Romania. (March 19, 2008).
- Roebuck, D., Georgia State Convention of the American Pen Women's Society, "Understanding and Nurturing a Creative Spirit," Georgia Chapters of the American Pen Women's Society, Atlanta, Georgia. (February 14, 2008).

## Other Intellectual Contributions

### Journal Articles Under Review

- Hynes, G. E., Roebuck, D. Factors Affecting Interpersonal Communication in Culturally Diverse Workplaces. *Corporate Communications: An International Journal*.
- Roebuck, D., Lee, C. E., Bell, R., Raina, R. Analyzing the influence of national culture on the listening behaviors of employees in various-sized organizations in India, Malaysia and the United States of America". *International Journal of Cross Cultural Management*.
- Roebuck, D., Bell, R., Raina, R., Lee, C. E. Comparing Perceived Listening Behavior Differences. *International Journal of Business Communication*.

### Media

- Radio Interview with Vanecia: A Woman's Spirit--Be the CEO of Your Life, Radio Sandy Springs, Sandy Spring, Georgia. (July 2008).
- Interviewed and Quoted by **Atlanta Business Chronicle** in article entitled "Banding Together" (June 20, 2013).

## Research in Progress

### "Relationships Regarding the Frequency of Giving and Receiving Feedback in the Workplace"

Giving and receiving feedback are becoming an increasingly pertinent issue in the workplace; therefore, it is important to understand the relationships between the regularity of feedback as it compares with certain characteristics. The purpose of this study is to investigate these relationships and how they might relate to perceptions regarding communication problems in the workplace. The participants of this study are employees from vastly varying companies who were recruited by upper level management students at Kennesaw State University ( $N = 501$ ). The data was collected through an anonymous, online survey. The authors of the present study examined feedback in the workplace by approaching three hypotheses: (a) does the regularity of giving feedback predict certain relationships, (b) is the frequency at which one receives feedback related to certain relationships, and (c) what is related to perceiving communication problems as significantly disadvantageous to the functioning of the workplace. The variables of interest that were compared with employee feedback included the presence and amount of training, the efficiency of the training, perceptions of preparedness, gender, and education. The variables that were compared with problem perception were the efficiency of training, company type, gender, and age. The researchers utilized a chi-square test for independence to explore the relationships between the variables in the study.

### "An Analysis of the Perceptions of Engaging in Good and Bad Listening Skills: Does Gender, Education or Age Make a Difference?" (Writing Results)

Listening is now being generally acknowledged as an important facet of communication skills particularly, in a digital era, people around the globe are in spoken contact through a variety of digital platforms. These global technical communication progresses underline the importance of listening skill in our daily contacts. In addition, the present business scenario where globalization of many economies in the world have unleashed flood gates of consequential changes. One of the visible affect is the dramatic change in the composition of its workforce. Women and minorities, young and elderly, individuals with different professional, cultural, and religious affiliations, constitute the workforce today. This change in the composition of the work force is likely to be unidirectional, as more and more business is conducted in multicultural societies across the global village (Raina, 2009). This further heightens the interest and importance in the subject of listening. And these diverse audiences that come from different cultures may display specific listening styles (Kiewitz, Weaver, Brosius & Weimann, 1977; Lewis, 1999). Individuals who are required to communicate with individuals from other countries may need to learn to adapt their listening styles to accommodate a particular international audience (Kumbruck & Derboven, 2005). Hence the present study was undertaken with an objective of exploring how good and bad are the listening skills of employees across different countries.

### "Analysis of Work Life Balance Issues for Three Generations of Males" (On-Going)

This study focuses on how men of three different generations, Generation Y, Generation X and Baby Boomers view and approach the concept of work-life balance. The study seeks to answer the following questions concerning work-life balance:

- What does work-life balance mean to these three generations of men?
- Do women of these three generations experience work-life conflict?
- How do they and their places of employment address potential work-life balance issues?
- What advice do these men have for others managing work-life balance?

Opened-ended survey questions will ask of three groups of men. Those who were born between the years of 1946-1964, 1965-1980, and 1981-2000 will answer the following questions:

1. Has there been a time in your life when your personal and professional goals clashed or were not in balance? If so, please elaborate.
2. Do you see any differences between the way you balance your work and personal life from men in your family or workplace who are from different generations than you? If so, please elaborate.
3. How supportive have organizations for which you have worked been regarding your responsibilities and commitments outside of work? Please explain your response.
4. What impact does the above described level of organizational support have on the ability of men to move into organizational leadership positions?
5. Do men in your workplace help each other and have you noticed any change in the willingness of men to help each other over the span of your professional life? Please explain your response.
6. Please feel free to make other comments and continue to the second page to provide some demographic information.

Results will be compared with the responses from the earlier study undertaken with females.

#### "Comparing Employees' and Managers' Perceptions of Their Engagement in Good and Bad Listening Behaviors" (Writing Results)

The significance of listening skills for the efficiency and effectiveness of individual and organizational success is starting to be recognized around the world. Therefore this study sought to explore the listening skills of managers and non-managers from three countries—India, Malaysia, and the United States. Effective interpersonal communication may cause positive relationships among employees, leading to productivity, profits and/or growth (Ahmed, et al., 2010; Mathews & Edwards, 2005). In culturally diverse workplaces, interpersonal effectiveness brings an increased understanding of the behavioral tendencies and value orientations that exist among other cultures, known as cultural empathy (Peltokorpi, 2008) and an ability to adapt (Lillis & Tian, 2009; Kraimer, Wayne & Jaworski, 2001; Ryan, McFarland, Baron & Page, 1999; Shaffer and Harrison, 2001).

## TEACHING

### Teaching Experience

#### **Kennesaw State University**

MGT 4001, Managing Organizations, 3 courses.  
MGT 4161, 12 courses.  
MGT 4400, Leadership Communication, 2 courses.  
MGT 8410, Organizational Communication, 9 courses.  
MGT 8840, 4 courses.  
MGT 8850, 3 courses.  
MGT 8900, 6 courses.  
MGT 8970, 6 courses.



## **Directed Student Learning**

Directed Individual/Independent Study, "Leadership Communication." (August 15, 2013 - Present).  
Advised: Madison Hanscom

Directed Individual/Independent Study, "Women's Leadership Research," Graduate Education.  
(June 1, 2012 - August 15, 2012).  
Advised: Terri Elhaddaoui

Directed Individual/Independent Study, "Insights into Women's Leadership," Psychology. (June 2011).  
Advised: Michelle Maedler

Directed Individual/Independent Study, "Leadership Communication with an Internal Focus,"  
Management & Entrepreneurship. (May 2010 - August 2010).  
Advised: Anagha Srinath

Directed Individual/Independent Study, "Senior Women's Leadership Interview Study,"  
Management & Entrepreneurship. (May 2010 - August 2010).  
Advised: Arniesha Hayes

## **SERVICE**

### **Editorial and Review Activities**

Editorial Board Member, "Business Communication Quarterly," Association for Business  
Communication, 2 reviews. (January 2013 - Present).

Editorial Board Member, "Journal of Leadership Studies," Association of Leadership Educators, 1  
review. (December 2011 - Present).

"Best Article for Journal of Business Communication and Business Communication Quarterly,"  
Publications Board for the Association for Business Communication, 50 reviews. (January 1,  
2008 - December 2013).

Ad Hoc Reviewer, Papers, "4th Annual Symposium of Executive Education," Coles College of  
Business, 2 reviews. (February 15, 2012 - April 24, 2012).

Ad Hoc Reviewer, Papers, Association of Leadership Educators, 3 reviews. (March 15, 2012 - April  
4, 2012).

Invited Manuscript Reviewer, "Personal Inner Values – A Key to Effective Face-to-Face Business  
Communication," Journal of Executive Education, 1 review. (March 19, 2012 - March 28,  
2012).

Ad Hoc Reviewer, Papers, "Proceedings for ALE 2011," 6 reviews. (March 2011 - April 2011).

### **Department Service**

Committee Chair, Management Curriculum Task Force. (September 1, 2009 - 2010).

Coach, Coaching to EMBA Student. (2007 - May 2009).

Workshop Leader, Chemistry Department. (2008).

## **College Service**

Faculty Advisor, Coles REAL Initiative Award.

Committee Member, Task Force for New MBA for Liberal Arts. (September 2013 - Present).

Research Group, Center for Women's Leadership. (December 2012 - Present).

Senior Faculty Fellow, Center for Accountable Leadership. (January 2010 - Present).

Help with Logistics of Romanian Faculty, Romanian Visit. (April 22, 2012 - April 29, 2012).

Committee Member, Faculty Review Council. (August 2008 - 2010).

Coles Graduate Programs Advisory Board. (2006 - 2008).

## **University Service**

Committee Chair, Crisis Committee for Coles. (December 2008 - December 2009).

Task Force Chair, Eduard Mack Task Force. (2008 - February 5, 2009).

Gender and Women's Study Group, Committee Member. (2006 - Present)

## **Professional Service**

Task Force Member, Association of Business Communication SE Leadership Team. (January 2013 - Present).

Board of Directors, Association for Business Communication, Blacksburg, Virginia. (October 31, 2012 - Present).

Committee Chair, National League of America Pen Women, Washington D.C. (June 2012 - Present).

Chairperson, Association for Business Communication. (January 2008 - December 2013).

Committee Member, Association for Business Communication/Student Competition Committee. (October 2006 - 2011).

Program Organizer, Association for Business Communication, Charleston, South Carolina. (November 2010 - March 2011).

Committee Chair, Association for Business Communication. (October 2006 - 2010).

## **Public Service**

Board of Advisors of a Company, Association for Professional Communication Consultants. (October 2008 - Present).

Board of Advisors of a Company, Professional Women's Anonymous. (2008 - Present).

Board of Advisors of a Company, Professional Women's Information Network. (January 2008 - Present).

Guest Speaker, National Association of Professional Women, Atlanta, Georgia. (October 13, 2012).

Guest Speaker, Atlanta's John Marshall Law School, Atlanta, Georgia. (July 15, 2012 - July 28, 2012).

Session Chair, American Women's Pen Association. (May 2008 - 2010).

Program Organizer, Phenomenal Women's Conference. (March 2006 - March 31, 2008).

Guest Speaker, Turknett Leadership Group. (2007 - February 5, 2008).

## **Consulting**

Consulting, Leadership Coaching Institute, Kennesaw, Georgia. (May 2012 - Present).

Consulting, Futren Corporation, 1985 North Park Place Atlanta, GA 30339. (August 2010 - Present).

Consulting, Strafford Publishing, Atlanta, Georgia. (October 28, 2011).

Consulting, J27 School District, Brighton, Colorado. (September 24, 2011).

Consulting, Futren, Atlanta, Georgia. (August 26, 2011).

Consulting, Cardiovascular Medicine, P.C., Marietta, Georgia. (August 2004 - January 2011).

Consulting, StagParkway, Management Retreat Location. (November 2002 - December 2009).

Consulting, Board of Regents, Statesboro and Kennesaw. (July 1, 2009 - November 20, 2009).

Consulting, InFour.Com, Alpharetta, Georgia. (November 6, 2008).

Consulting, Chemistry Department of KSU, Kennesaw, Georgia. (May 12, 2008).

Consulting, Siemens, Alpharetta, Georgia. (May 5, 2008).

Used as a Judge for the Torch Awards, Better Business Bureau, Atlanta, Georgia. (April 2008).

## **Development Activities Attended**

Technology Training, "Photoshop," KSU, Kennesaw, Georgia. (September 9, 2013).

Seminar, "Coaching in This Time of Change." (May 28, 2013).

Seminar, "Learning to Listen in the Digital Workplace," Citrix. (December 11, 2012).

Technology Training, "Desire 2 Learn," KSU, Kennesaw, GA. (November 6, 2012 - December 5, 2012).

Seminar, "How Smart Women Ask-and Stand Up-for What They Want," American Management Association. (August 8, 2012).

Seminar, "How Smart Women Ask-and Stand Up-for What They Want," American Management Association. (August 8, 2012).

Seminar, "Having Difficult Conversations." (May 23, 2012).

Seminar, "2011 Best Companies for Leadership webinar." (May 16, 2012).

Seminar, "Coaching Skills for Executive Managers." (May 14, 2012).

Seminar, "Creating a New Identity." (May 14, 2012).

Seminar, "What Do Executives Want in a Coach?." (May 14, 2012).

Seminar, "Coaching the Mind and Heart of the Leader." (May 8, 2012).

Seminar, "ROL of Coaching," Linkage. (December 19, 2011).

Seminar, "Tis the Season of Social Giving," Citrix. (November 2, 2011).

Seminar, "Moving to the Virtual Classroom: A Trainer's Roadmap to Success," Citrix. (October 11, 2011).

Seminar, "Developing Organizational Leadership Capabilities," HR.com. (August 17, 2011 - August 18, 2011).

Seminar, "Social Media," HR.com, Virtual Conference. (July 25, 2011 - July 26, 2011).

Technology Training, "Vista WebCT 2," ITS, Kennesaw, Georgia. (November 3, 2008).

Technology Training, "Vista WebCT 1," ITS, Kennesaw, Georgia. (September 3, 2008).

Technology Training, "Quality Matters Workshop," CETL, Kennesaw, Georgia. (August 22, 2008).