Peggy R. Odom-Reed, Ph.D., SPHR

Cornell Peter and Stephanie Nolan School of Hotel Administration
Cornell SC Johnson College of Business
Cornell University
342 Statler Hall
Ithaca, New York 14853
pro2@cornell.edu

Teaching Experience

Senior Lecturer, Cornell Peter and Stephanie Nolan School of Hotel Administration, Cornell SC Johnson College of Business, Ithaca, NY, 2011 – Present

- Collaborate with management communication subarea to create and refine a multi-faceted business communication curriculum that prepare students for their hospitality careers
- Serve as the course chair for HADM 3650, train 3650 Course Assistants (CAs), and plan and execute Nolan's Models of Excellence (MoE) in Business Presentations competitions
- Develop and sustain a creative academic-industry partnership with hospitality leaders for a Business Ethics Project that aligns with the Association to Advance Collegiate Schools of Business (AACSB) and its guiding principles of ethics and integrity, agility, and diversity and inclusion and supports Nolan's and Cornell SC Johnson College's Diversity, Equity, Inclusion, and Belonging efforts
    - Launched in Fall 2019 to engage nearly 250 undergraduate and graduate students representing over 50 project teams in experiential learning
    - Established a diverse group of industry partners (62% females and 46% minorities with nearly one-third underrepresented minorities) with whom students can interact in class

Experience in teaching the following undergraduate and graduate core courses:

- HADM 1650 – Business Writing for Hospitality Professionals
- HADM 3650 – Persuasive Business Communication for Hospitality Leaders
- HADM 3670/6670 – Persuasive and Ethical Communication (university-wide elective, Fall 2024)
- HADM 7610 – Management Communication

Experience in creating an eCornell course to support executive education:
LSM 704 – Persuasive Writing, launched in January 2021

Visiting Instructor, Ithaca College, School of Business, Ithaca, NY, 2009

- MGMT 10301 – Leadership and Communication
- MGMT 10302 – Leadership Processes in Organization

Graduate Teaching Assistant, Cornell University, College of Agriculture and Life Sciences, Department of Communication, Ithaca, NY, 2003-2005, 1996; CALS Outstanding Teaching Assistant Award, 2003–2004

- COMM 201 – Oral Communication, assistant to Toni Russo, 2005
- COMM 345 – Human-Computer Interaction (HCI) Design and COMM 440 – Advanced Human-Computer Interaction (HCI) Design, assistant to Dr. Geri Gay, 2003–2004
- COMM 410 – Organizational Communication, assistant to Dr. Yu Yuan, 2004
- COMM 411 – Communication and Leadership, assistant to Dr. Pamela Stepp, 1996

Education

2001–2007 Cornell University, Ph.D., Organizational Communication (minor, Social Statistics)
1995–1997 Cornell University, M.S., Organizational Communication (minor, Org. Behavior)
1991–1993 University of West Florida, B.A., Psychology (minor, Communication Studies), Cum Laude

Research Experience and Presentations

Publication and Other Works

Peer-Refereed Publications:
Odom-Reed, P.R. (2022). Lived Experience Matters: Purposeful and Persuasive Diversity, Equity, and Inclusion (DEI) Storytelling. Association for Business Communication: Proceedings of the 87th Annual International Conference, Tampa, Florida, USA and Virtual, October 3-8, 2022. Edited by Leigh Ann Whittle, Proceedings Editorial Review Board, pp. 26–28.

Susskind, A.M. and Odom-Reed, P.R. (2019). Team Members' Centrality, Cohesion, Conflict, and Performance in Multi-University Geographically Distributed Project Teams. *Communication Research, 46*(2), No. 2, pp. 151–178.

Susskind, A. M., Odom-Reed, P.R., and Viccari, A. E. (2011). Team Leaders and Team Members in Interorganizational Networks: An Examination of Structural Holes and Performance. *Communication Research, 38*(5), pp. 613–633.

Non-Peer-Reviewed Publication:
Odom-Reed, P.R. (Accepted, in press). Models of Excellence in Business Presentations: "Creating Innovative Hospitality, Health, and Design Solutions." CIHF Collection, Scholarly Commons.

Practical Guide:
Newman, A., Odom-Reed, P. R., Lennox, D. et al., Dyson and Nolan Guide to Business Writing. Management Communication (Ithaca: Cornell SC Johnson College of Business, 2015–2023).

Conference Papers, Symposiums, and Presentations

Odom-Reed, P.R. (2023). Helping Students Achieve Higher-Order Skills with Peer Review Activities, Invited workshop presentation for Cornell University Center for Teaching Innovation, September 2023, Virtual.

Odom-Reed, P.R. (2022). Lived Experience Matters: Purposeful and Persuasive Diversity, Equity, and Inclusion (DEI) Storytelling, Accepted presentation for the 87th Annual International Conference of the Association for Business Communication, Diversity, Equity, and Inclusion Track, October 2022, Virtual.

Odom-Reed, P.R. (2020). From the Classroom to the Boardroom: Developing Leaders to Do the Right Thing, Accepted presentation for the 85th Annual International Conference of the Association for Business Communication, Innovative Instructional Methods Track, October 2020, Virtual Conference.

Odom-Reed, P. R. (2018). Using Video Techniques for Leadership Storytelling, Track: Technology, Digital Communication, Social Media, and Web 2.0. Accepted presentation for the 83rd Annual International Conference of the Association for Business Communication, October 2018, Miami, Florida.

Odom-Reed, P.R. (2018). How Do You Teach Diversity? Track: Diversity and Inclusion. Invited presentation for the 83rd Annual International Conference of the Association for Business Communication, October 2018, Miami, Florida.

Odom-Reed, P. R. (2017). Practicing What We Preach: Using Diversity & Inclusion to Shape Business Communication. Accepted presentation for the 82nd Annual International Conference of the Association for Business Communication, October 2017, Dublin, Ireland.

Odom-Reed, P. R. (2017). My Favorite Assignment: Social Media Proposal. Invited presentation for the 82nd Annual International Conference of the Association for Business Communication, Dublin, Ireland.

Odom-Reed, P. R. (2016). Outsiders Looking In: Teaching Students to Communicate Across Industries. Models of Excellence in Business Presentations Program Theme: "Creating Innovative Hospitality, Health, and Design Solutions." Accepted presentation for the 81st Annual International Conference of the Association for Business Communication, October 2016, Albuquerque, NM.

Odom-Reed, P. R. (2016). How Can We Engage Students to Solve Business Problems Across Industries? Models of Excellence "Creating Innovative Hospitality, Health, and Design Solutions." Presentation for the Practice and Pedagogy: Kathy Druckman Berggren Symposium in Management and Professional Communication, Cornell University, Charles H. Dyson School of Applied Economics and Management, September 2016, Ithaca, NY.

Odom-Reed, P. R. (2016). Management Communication and Models of Excellence in Business Presentations Competition Program. Invited faculty presentation at the Cornell Institute for Healthy Futures (CIHF) Industry Advisory Board Meeting, May 2016, Ithaca, NY.

Odom-Reed, P. R. & Susskind, A. M. (2016). Communication and Healthcare Research Ideas. Invited CIHF Faculty Fellow Presentation at the Cornell Institute for Healthy Futures Reunion Weekend, June 2016, Ithaca, NY.

Odom-Reed, P. R. (2014). Have Reports Exaggerated the Decline of Email – An Aging but Enduring Technology? Accepted presentation for the 79th Annual International Convention of the Association for Business Communication, October 2014, Philadelphia, PA.

Odom-Reed, P. R. (2014). Gaining the Persuasion Advantage: Should We Change Our Audience Approach? Presentation at the Innovations in Professional and Business Communication: A Cross-Disciplinary Symposium for Communication Research, Pedagogy, and Dialogue, Cornell School of Hotel Administration and College of Agriculture and Life Sciences, January 2014, Ithaca, NY.

Odom-Reed, P. R. (2013). Gaining the Persuasion Advantage: Should We Change Our Audience Approach? Accepted presentation for the 78th Annual Association for Business Communication International Convention, October 2013, New Orleans, LA.

Odom-Reed, P. R., Hancock, J., & Gay, G. (2005). Presence, community, and immersion in hybrid learning environments. Paper presented by other authors on the panel – Creating a sense of presence in hybrid places, *HCI International 2005*, July 2005, Las Vegas, NV.

Odom, P. R., Susskind, A. M., & Rutherford, D. G. (2004). Do liaisons have a role in teams? Examining the influence of liaisons. Paper accepted at 2004 International Communication Association Convention, Organizational Communication Division Paper Session: Research in Teams and Leadership, May 2004, New Orleans, LA.

Shapiro, M. A., & Odom, P. R. (2004). Person effects and perceived reality. Paper accepted at 2004 International Communication Association Convention, Information Systems Division Paper Session: How Real is the Unreal? Social Reality and the Media, May 2004, New Orleans, LA.

Graduate Research Projects and Assistantships

Social Network Research and Distributed Collaborative Work:

- **Research Consultant, Cornell-Weill Research Project, Cornell University**, Dr. Geri Gay, Chair, Department of Communication, Ithaca, NY, 2008
- **Doctoral Dissertation Research – Bonding and bridging social capital in collaborative learning networks, Cornell University, Department of Communication**, Committee Chair – Dr. Geri Gay, Members – Dr. John Bunge, Dr. Alex Susskind, and Dr. Yu Yuan, Ithaca, NY, 2004–2007

- **Graduate Research Assistant, Cornell University, Department of Communication**, Dr. Geri Gay, Supervising Faculty, Ithaca, NY, 2004–2005
- **Independent Research Project, Cornell University, School of Hotel Administration**, Dr. Alex Susskind, Supervising Faculty, Ithaca, NY, 2003

Person Effects and Perceived Reality:

Graduate Research Assistant, Cornell University, Department of Communication,
Dr. Michael Shapiro, Supervising Faculty, Ithaca, NY, 2002–2003

Mentoring Outcomes and Diverse Employees:

Master's Thesis – Examining the Outcome Values of Mentoring Relationships for Women, Minorities, and Disabled Lawyers in the United States, Cornell University, Department of Communication, Committee Chair - Dr. Donald Schwartz, Members - Dr. Tove Hammer, Dr. Daniel McDonald, and Dr. Pamela Stepp, Ithaca, NY, 1997

Communication Consulting and Human Resources Experience

Communication Coaching Consultant, Cornell University, Ithaca, NY

- SCJ Marketing Case Competition, Samuel Curtis Johnson Graduate School of Management, Competition Judge, 2018; Practice Case Coach and Competition Judge, 2020
- Graduate Writing Workshop: Writing for Results, Cornell SC Johnson College of Business, School of Hotel Administration, MMH and Cornell Baker Program, 2019
- Leadership Crisis Challenge, Cornell SC Johnson College of Business, Samuel Curtis Johnson Graduate School of Management, 2018–2019
- Orientation for Cornell Baker Program in Real Estate, 2017
- Presence Day "Pitch Perfect" Sessions, Cornell SC Johnson College of Business, Samuel Curtis Johnson Graduate School of Management, 2016
- Cornell's Real Estate Case Competition Team, School of Hotel Administration, 2014

Leadership Coaching Consultant, Cornell University, Ithaca, NY

- Cornell School of Industrial Labor and Relations, 2010–2016
- Samuel Curtis Johnson Graduate School of Management, 2009

Senior Staffing Representative, Austin Human Resources, **Minnesota Mining and Manufacturing (3M) Company**, Austin, TX, 1997–2001

- Partnered with business leaders and employees to successfully execute an innovative New Employee Orientation process with prescribed services and accountability procedures
- Managed 3M Austin Student Programs and served as Staffing Lead for College Relations/ Recruiting Teams to source highly competitive technical and business candidates to managers
- Chaired Recruiting and Retention Action Subcommittee and proposed career development action plans to Executive Vice-President and other organizational leaders
- Developed site's Affirmative Action Plan, and supported managers in executing plan
- Participated in Supervisory Development courses, including Leading Change, Conflict Resolution, Listening/Communication, and Trust

State and Federal Government Experience

***Certified Correctional Probation Officer,* Florida Department of Corrections**, **Probation and Parole**, Pensacola, FL, 1994–1995

- Completed Probation Officer's Basic Recruit Certification Training
- Developed and implemented plans of supervision to meet client needs
- Served in advocacy role with judges, attorneys, and program directors for client development

***Office Automation Support,* Defense Activity for Non-Traditional Education Support (DANTES), United States Department of Defense**, Pensacola, FL, 1990–1993

- Provided support for distance learning, independent study reimbursement program and ensured accurate documentation for ~ $850,000 in transactions
- Utilized computerized filing system and various software to manage reimbursement process
- Earned certificate of award to recognize outstanding performance from United States Navy

Academic Service and Awards

- Committee Member, Undergraduate Admissions Committee, 2023–present
- Committee Member, Community-Engaged Learning Cross-College Strategic Implementation Committee, SC Johnson College of Business, 2020–present
- C-Factor Organizing Committee Member, SC Johnson College of Business, 2018–present
  Professional Awards
  - 2020 Gold Quill Award of Excellence, Communication Training and Education
  - 2018 Marcom Gold Award for the 2018 Inaugural C-Factor Competition, Category – Strategic Communications and Communication Education and Training, awarded by the Association of Marketing and Communication Professionals (AMCP)
  - Honorable Mention for Strategic Communications and Special Events
- Faculty Fellow, Founding Group, Cornell Institute for Healthy Futures, 2015–present
- Course Chair, HADM 3650, Cornell School of Hotel Administration, 2015–present
  Successfully planned and executed SHA's Models of Excellence in Business Presentations competitions, with industry and faculty judges and feedback providers
  - Fall 2021: The Future of the Hospitality Industry–Creating Post-COVID Innovative Solutions
  - Fall 2019: The Hospitality Industry Reaches Out: What We Can Learn from Other Industries or Teach Other Industries
  - Spring 2019: Ethical Challenges in the Hospitality Industry
  - Fall 2018: Improving the Lives of Employees
  - Spring 2018: Innovative Hospitality, Health, and Design Solutions – A Collaboration with the Cornell Institute for Healthy Futures (CIHF)
  - Fall 2017: International Challenges in Hospitality
  - Spring 2017: Leading in Politically Uncertain Times
  - Fall 2016: Solving Societal Problems Through Hospitality
  - Spring 2016: Creating Innovative Hospitality, Health, and Design Solutions – A Collaboration with the Cornell Institute for Healthy Futures (CIHF)
  - Fall 2015: Trends Affecting the Hospitality Industry
- Faculty Advisor, Cornell School of Hotel Administration, 2013–present
- Reappointment Review Committee, Cornell JCB Academic Reviews, 2017–2018, 2019, 2023
- Faculty Panelist, Research and Revelation: Graduate School, National Society of Minorities in Hospitality (NSMH) 34th Annual Conference, Ithaca, New York, 2023
- Contributor, Cornell University's Inclusive Excellence Podcast Series, Episode 25: Blackness at Cornell, Part III, Episode 25
  - Featured as selected work in Black Women Writers course, AML 3624, Professor Mamie Webb Hixon, University of West Florida, 2021–2023
  - Launched July 24, 2020, and surpassed 1K listens before the end of 2020
- Council Member, Leadership Council on Combating Racism and Promoting Diversity, Inclusion, Equity, and Belonging, Curriculum and Classroom Committee, SC Johnson College of Business, 2020–2023
- Cornell Perkins Prize and SCL D&I Award Committee Member, Cornell University, 2019, 2023

- Faculty Chair, Undergraduate Admissions Committee, 2018–2021
- Member, Working Group S: Educational Requirement for Students, Cornell University, 2020–2021
- Faculty Participant, Ye Hosts Honorary Society's Initiation Program, Cornell School of Hotel Administration, 2014–2019
- Faculty Participant, Hotel Ezra Cornell (HEC) Conference, Cornell School of Hotel Administration, 2013–2019
- Diversity, Inclusion, and Belonging Council Member, Cornell SC Johnson College of Business, 2019
- Faculty Panelist and Participant, Cornell Days, Cornell SC Johnson College of Business, 2019
- Faculty Participant, SCJ Diversity Hosting Dinner, Cornell SC Johnson College of Business, 2019
- Faculty Participant, Diversity Networking Reception, SC Johnson College of Business, 2019
- Faculty Speaker, National Society of Minorities in Hospitality Candid Conversations, Cornell School of Hotel Administration, 2019
- Faculty Panelist, Prospective Students' Visit from New York City Public Schools, Cornell School of Hotel Administration, 2018–2019
- Moderator, Mosaic Forum: "A Discussion About Campus Climate," Cornell Reunion, 2018
- Campus Experience Subcommittee, Presidential Task Force on Campus Climate, 2017–2018
- Faculty Participant, Cornell Hospitality Icon & Innovators Awards Gala, 2017–2019
- Undergraduate Admissions Committee, Cornell School of Hotel Administration, Member, 2016–2018; Reading Team Captain, 2017–2018
- Diversity and Inclusion Task Force, Cornell SC Johnson College of Business, 2016–2017
- SHA Brown Bag Conversation Series, Invited Guest Speaker, "Social Networking and Communication in Today's Divided America," 2017
- Faculty Participant, Cornell SC Johnson College of Business Inaugural Ceremony, 2017
- Diversity Panel Speaker
    - Forward: Minorities in Business, Alpha Kappa Alpha Sorority, Inc.
      Mu Upsilon Chapter, 2016
    - Diversity Day Discussion, National Society of Minorities in Hospitality, Cornell School of Hotel Administration, 2015
- ACEF/SHA Writing Award Selection Committee, School of Hotel Administration, 2014, 2016
- Faculty Participant, Lecturer Search for Information Systems/Technology, Management Communication, and Real Estate, Cornell School of Hotel Administration, 2015–2016
- Judge, Hotelie Entrepreneurs' First Mobile App Business Plan Competition, Cornell School of Hotel Administration, 2015
- Faculty Participant, Cornell's 150th Charter Day Ceremony, 2015
- Faculty Participant, Undergraduate Admissions Interviews, Cornell School of Hotel Administration, 2014–2015
- Faculty Participant, Interview Process for the Director of Career Management, Cornell School of Hotel Administration, 2014
- Small Group Facilitator, Cornell's New Student Reading Project, 2014
- Ethics Discussion Group Facilitator, Cornell School of Hotel Administration, 2012
- Judge, Models of Excellence in Business Presentations Competition, Cornell School of Hotel Administration, 2011
- Provost Diversity Fellow, Cornell University, 2005–2006
- The Chancellor's List for Outstanding Graduate Students, 2004–2005
- Outstanding Graduate Teaching Assistant Award, Department of Communication, Cornell University, Ithaca, NY, recognized by the College of Agriculture and Life Sciences, 2003–2004
- State University of New York Fellow, Cornell University, 1995–1997, 2001–2003

Professional Development

- Business Ethics Board Project – Academic-Industry Partnership, 2019–present
- Cornell's Center for Teaching Innovation, Feedback Program and Workshops

  - CTI Mid-Semester Feedback Program, October 2020, October 2021, March 2023, and October 2023
  - "Helping Students Achieve Higher-Order Skills with Peer Review Activities" Workshop Presenter, September 2023
  - "FeedbackFruits," August 2020, December 2021, and August 2022
  - "Getting Started with Poll Everywhere," August 2020
  - Online Teaching – Guided Course Support Workshop Track A, August 2020
    - "Planning for Fall 2020"
    - "Best Practices for Online Learning: Lessons from Spring 2020"
    - "Assessing Learning Online"
    - "Making Course Materials Accessible"
    - "Planning for Inclusion in Online Learning"
    - "Building Community in Online Spaces"
    - "Active Learning in Online Spaces"
  - "Ally Training Workshop," August 2020
  - "CTI Training for Online Instruction," March 2020
  - "Planning for Remote Teaching: Creating and Sharing Video Online," March 2020
  - "Tools to Empower Students' Meaningful Classroom Communication," January 2017
  - "Creative Ideas to Engage Your Students," January 2017
  - "Deans' Teaching & Learning Workshop – Practical Learning Analytics: A Guide to Examining Student Data and Learning," April 2016
  - "Creating Engagement by Connecting with Students," January 2016
  - "How to Get Started Flipping Your Classroom," January 2016
- CU 400: Understanding Your Responsibility in the Admission Selection Process, October 2023
- ChatGPT, Generative AI, and the Future of Business Communication Webinar, May 2023
- Spring 2023 Cornell Big Red Teaching Days, March 2023
- Bullying in the Academy: Public Talk on Workplace Bullying in Higher Education with Dr. Leah Hollis, March 2023
- Navigating the Perfect Storm: How the Pandemic Is Forcing a Reimagination of Higher Education and Workforce Preparedness, Raghu Krishnamoorthy, Senior Fellow and Director of the Chief Learning Officer Program, University of Pennsylvania; Amy Bernstein, Editor, Harvard Business Review and Vice President and Executive Editorial Director; Harvard Business Publishing, February 2023
- The Student Experience: A Conversation with Marla Love, Robert W. and Elizabeth C. Staley Dean of Students, Provost's Office of Faculty Development and Diversity, February 2023
- Maintaining a Harassment-Free Workplace, October 2019; Employee Responsibility – Sexual and Related Misconduct, November 2020, September 2021, October 2022, and October 2023
- Celebrating five years of CIHF: Reflections on the Evolving Landscape of Health, Hospitality, and Design, October 2021
- Inspire HR Symposium – Training & Development; Diversity, Equity, and Inclusion; Talent Management; Benefits and Wellness; Leadership, Personal Growth, and Organizational Effectiveness; Compensation, Recognition & Human Experience; Talent Acquisition; Employment Law and Regulations; and Workforce Productivity and The Future of Work Post-COVID; June 2021
- Association for Business Communication Conference, Presenter and Participant, October 2022, 2020, 2016–2018, 2013–2014; Participant, October 2011 and October 2023
- SC Johnson College of Business
  - "How to Use Pronouns," co-hosted by the College's Diversity and Inclusion team and LGBTQ Resource Center, August 2020
  - Zoom Training Sessions, March 2020

- Provost's Office of Faculty Development & Diversity Workshops
  - "Supporting Student Well-Being in the Remote Environment," April 2020
  - "Assessing and Mitigating Privacy Risks of Online Teaching," April 2020
- Management Communication Education and Alumni Engagement, Meeting Participant, Cornell SC Johnson College of Business, New York City, NY, June 2019

- London Faculty Immersion Trip, Participant, School of Hotel Administration, January 2019
- Association of Business Communication Conference Workshop, "Engaging Classroom Interaction: Strategies & Best Practices to Promote Learning," Participant, October 2018
- Cornell School of Hotel Administration, Implicit Bias Workshop – "Factors That Impact Our Ability to Respond Effectively," Participant, October 2018
- Cornell School of Hotel Administration, Teaching Conversations, Participant, February 2018
- Cornell Conflict Resolution Skills for Faculty: Effective Interactions in Organizations (EIO) Series, Academic HR, January 2018
- Cornell Faculty Leadership Development Week-long Program, Participant, January 2018
- Cornell Hospitality Research Summit, Participant and Industry Video Interviewer, October 2017
- Food & Beverage Operations Industry Immersion Trip, New York City, Participant, June 2017
- Management Communication Association (MCA) Annual Conference, Participant, June 2017
- Cornell Hospitality Health and Design Symposium 2016, Cornell Institute for Healthy Futures, Faculty Fellow Participant, October 2016
- Cornell Institute for Healthy Futures Inauguration Celebration's panel sessions, Faculty Fellow Participant, November 2015
- Connections: A Regional Conference on Professional and Technical Communication, Ithaca College, Ithaca, New York, January 2015
- Cornell College of Agriculture and Life Sciences' Teaching Experience Two-Day Workshop: Promoting More Effective Teaching and Learning, Faculty Participant, June 2014
- Respect@Cornell: Eliminating Harassment & Discrimination Workshop, April 2014
- Post-2014 Innovations in Professional and Business Communication Workshop, Cornell University, March 2014
- McGraw-Hill Business Communication Workshop, Invited Participant, University of North Carolina – Chapel Hill, August 2012

External Associations, Certification, and Service

Academic and Professional Associations and Certification:

- National Association for the Advancement of Colored People (NAACP), Silver Life Subscribing member, March 2023–present
- National Association of African Americans in Human Resources, member, September 2022–present
- Cornell Black Alumni Association, September 2022–present
- National Association of Parliamentarians, member, November 2020–present
- Society for Human Resource Management (SHRM), member, June 2016–present
- Association for Business Communication, member, October 2011–present
    - Diversity and Inclusion Committee, Three-year renewable term, 2017–2020, 2021–2023
    - ABC's Distinction in the Practice of Diversity and Inclusion Award Committee, July–August 2022
    - Session Chair, 83rd International Annual Conference, October 2018
    - D&I Ad Hoc Committee member, April–August 2017
    - Eastern Region Recruiting Committee member, 2014
- HR Certification Institute, Senior Professional in Human Resources (SPHR) certification, since 2017, three-year recertification cycle, 2024-2026; Professional in Human Resources (PHR), 2001–2016

Board Service:

- Jack and Jill of America, Inc. – Youth Leadership Development and Community Service, Syracuse Chapter, Syracuse, NY
    - Member, Syracuse Chapter, May 2020–present
    - Executive Board Member and Chaplain, November 2020–May 2023
    - Chair, Fundraising and Foundation Committees, December 2021–May 2022; Committee Member, October 2020–May 2022, January 2023–May 2023

- Village at Ithaca – Nonprofit organization for educational advocacy, equity, and excellence for underserved students in Tompkins County, Ithaca, NY
    - Board President and Executive Committee Chair, January 2024–present
    - Board Member, October 2018–present
    - Nominating Committee Chair, January 2023–December 2023
    - Board Vice President, September 2020–December 2023
    - Development/Capital Campaign Committee Member, October 2019–December 2023

Community Service:

- Alpha Kappa Alpha Sorority, Inc., Life Member (more than 30 years of service)
    - Chapter Financial Secretary, Omicron Nu Omega, Ithaca, NY, 2017–2019; 2024–present
    - Chaplain, Omicron Nu Omega, Ithaca, NY, 2019–present
    - Chapter Parliamentarian, Omicron Nu Omega, Ithaca, NY, 2018–present
    - Executive Committee member, Omicron Nu Omega, Ithaca, NY, 2008-2011, 2017–present
    - Team Alpha Kappa Alpha 1908 Captain, Cancer Resource Center of Finger Lakes (CRCFL) Walkathon/5K Run, Ithaca, NY, 2008–2011, 2015–2016, 2018–2022
    - Great Lakes Region Constitution Committee Member, 2010–2014
    - President and Executive Board Chair, Omicron Nu Omega, Ithaca, NY, 2010–2011
    - Outstanding Leadership Certificate of Achievement, Great Lakes Region, 2010
    - Chapter Vice President, Omicron Nu Omega, Ithaca, NY, 2008–2009
    - Chapter Standards Chair, Omicron Nu Omega, Ithaca, NY, 2008
    - Chapter Treasurer, Omicron Nu Omega, Ithaca, NY, 2002–2006
- United Way of Tompkins County, Cornell University's United Way Annual Campaign, Donor, 2011–present