MARILYN Y. BYRD, PhD
601 Elm Ave, Room 704
Norman, OK. 73019
405-325-6405
Marilyn.Byrd-1@ou.edu

Statement of life purpose: To accept a calling that has placed me on a special journey; to educate and inspire with love and compassion; to do so quietly, by leaving only footprints along the way as I fulfill God's plan and purpose for my life.

EDUCATION
- Texas A & M University, College Station, Texas – PHD
- Sam Houston State University, Huntsville, Texas – MBA
- Sam Houston State University, Huntsville, Texas - BBA

ACADEMIC WORK HISTORY
University of Oklahoma, Norman, OK – August 2014 to present
  <u>Associate Professor, College of Arts & Sciences, Human Relations</u>
- Human Resources for the Human Relations Professional
- Human Resources Development
- Organizational Behavior and the Human Relations
- Leadership in Organizations
- Diversity and Justice in Organizations

  <u>Program Director, Inclusive Leadership Online Masters Degree Program</u>

University of Mary Hardin-Baylor, Belton, Texas – August 2008 to present May 2014
  <u>Assistant Professor, College of Business, Management</u>
- Human Resource Management Organizational Behavior
- Business Ethics
- Managerial Communication

Texas A & M University, College Station, Texas – August 2004 to May 2008
  <u>Graduate Research Assistant and Teaching Assistant</u>
- Conducted research related to evidence based adult literacy practice Taught Organization Development (under-graduate)
- Co-taught Foundations of Human Resource Development)

Texas School of Business – East Campus, Houston, Texas – June 2003 to August 2004
  <u>Instructor</u>
- Business English
- Business Communications
- Administrative Office Procedures
- Information Technology

Angelina Community College, Lufkin, Texas -January 2003 to May 2009
  <u>Adjunct Instructor – Business</u>
  Business Principles (online)

Kingwood College, Kingwood, Texas –August 2004 to August 2007
     <u>Adjunct Instructor</u>
     Management

PRACTITIONER WORK HISTORY (SELECTED)

Texas Department of Criminal Justice, Records and Classification Department, Huntsville, Texas
     <u>Program Administrator</u> – October 1995 to June 2003
- Managed three departments responsible for record maintenance
- Managed and coordinated daily business operations and human resource activities Interviewed, hired, and trained clerical staff
- Evaluated employee performance
- Prepared training and operational manuals

PUBLICATIONS

Books
Byrd, M., & Scott, C. (Editors /Authors). (2018). *Diversity in the workforce: Current issues and emerging trends* (2nd ed.). New York: Routledge.

Hughes, C., & Byrd, M. (2015). Managing human resource development programs. New York: Palgrave MacMillan.

Scott, C., & Byrd, M. (Editors/Authors). (2012). Handbook of research on workforce diversity in a global society: Technologies and concepts. Hershey, PA: IGI.

Special Issue Journal (Editor)
Byrd, M. Y. (Ed). (Winter, 2016). Spirituality in the workforce: Philosophical and social justice perspectives. *New Directions in Adult & Continuing Education*. San Francisco: Wiley Publishing. ISBN: 978-1-119-35634-9

Special Issue Journal (Editor)
Byrd, M., & Stanley, C. A. (Eds.), Giving voice: the socio-cultural realities of African American women's leadership experiences, *Advances in Developing Human Resources*. SAGE.

Peer Reviewed Journal Articles
Byrd, M. Y. (2022). Creating a culture of inclusion and belongingness in remote work environments that sustains meaningful work. *Human Resource Development International*, *25*(2), 145-162.

Byrd, M. Y., & Sparkman, T. E. (2022). Reconciling the Business Case and the Social Justice Case for Diversity: A Model of Human Relations. *Human Resource Development Review*, *21*(1), 75-100.

Byrd, M. Y. (2018). Does HRD have a moral duty to respond to matters of social injustice? *Human Resource Development International*, *21*(1), 3-11.

Peer Reviewed Journal Articles, continued

Byrd, M. Y. (2018). Diversity branding strategy: Concealing implicit stereotypes and biased behaviors. *Advances in Developing Human Resources*, *20*(3), 299-312.

Shuck, B., McDonald, K., Rocco, T. S., **Byrd, M**., & Dawes, E. (2018). Human Resources Development and Career Development: Where Are We, and Where Do We Need to Go. *New Horizons in Adult Education and Human Resource Development*, *30*(1), 3-18.

Byrd, M. Y. (2016). The enlightened revelation: Toward a spirit-centered, socially just workplace. In M. Byrd (Ed.). Spirituality in the workforce: Philosophical and social justice perspectives (pp. 85-94), *New Directions in Adult & Continuing Education*. San Francisco: Wiley Publishing.

Byrd, M. Y. (2014). Diversity issues: Exploring "critical" through multiple lenses. In J. Gedro, J. Collins, & T. S. Rocco (Eds.), Critical perspectives and the advancement of HRD*, Advances in Developing Human Resources*, *16*(4), 281-298.

Byrd, M. (2009). Telling our stories: If we don't tell them they won't be told. In Byrd, M., & Stanley, C. A. (Eds.), Giving voice: the socio-cultural realities of African American women's leadership experiences, *Advances in Developing Human Resources*, *11*(5), 582-605.

Byrd, M., & Stanley, C., A. (2009). Bringing the voices together. In Byrd, M., & Stanley, C. A. (Eds.), Giving voice: the socio-cultural realities of African American women's leadership experiences. *Advances in Developing Human Resources, 11*(5), 657-666.

Byrd, M. (2009). Theorizing African American Women's leadership experiences: Socio-Cultural theoretical alternatives. *Advancing Women in Leadership Journal, 29*(1). Retrieved from: http://www.advancingwomen.com/awl/Vol29_2009/No_1_Dr_Marilyn_Byrd.pdf

Byrd, M. (2008). Negotiating new meanings of "leader" and envisioning culturally informed theories for developing African American women in leadership roles: An interview with Patricia Parker, *Human Resource Development International*, *11*(1), 101- 107.

Byrd, M. (2007). The effects of racial conflict on organizational performance. *New Horizons in Adult Education and Human Resource Development, 21(*1/2), 13-28*. Miami: Florida International University.

Byrd, M. (2007). Educating and developing leaders of racially diverse organizations. *Human Resource Development Quarterly, 18*(2), 275-279.

Byrd, M., & Demps, E. (2006). Taking a look at National Human Resource Development (NHRD): Interviews with Gary Mclean and Susan Lynham. *Human Resource Development International, 9*(4), 553 – 561.

Hart, S. A., **Byrd**, M., & Stowe, C. R. B. (2000). The feasibility of offering an American Bar Association approved Legal Assistant program in the collegiate curriculum, *Academy of Business Law Journal, 3*(2), 73-99.

Non-Peer Reviewed Journal Articles

Byrd, M. (2005). Texas' curriculum & instruction indicators of program quality (IPQs) for Adult Education: Are they evidence-based? *Texas Center for the Advancement of Literacy & Learning, Literacy Links*, *9*(4), 12-16.

Byrd, M. Y. (2022). The Diverse Voices Conference: A Model of Diversity and Social Justice Education Beyond the Classroom. Advances in Developing Human Resources, 24(1), 69-72.

Book Chapters

Byrd, M. Y. (2022). Employee Resource Groups: Enabling Developmental Relationships to Support Socially just and Morally Inclusive Organizations. In *HRD Perspectives on Developmental Relationships* (pp. 219-237). Palgrave Macmillan, Cham. **Invited**

Byrd, M. Y., & Hughes, C. (2021). Re-Conceptualizing Diversity Management: Organization-Serving, Justice-Oriented, or Both?. In *Implementation Strategies for Improving Diversity in Organizations* (pp. 39-74). IGI Global.

Byrd, M. Y. & Austin, J. T. (2020). Micro-aggressions, stereotypes, and social stigmatization in the lived experiences of socially marginalized patients/clients: A social justice perspective. In L. Benuto, M. Duckworth, A. Masudo, & W. O'Donohue (Eds.) *Prejudice, stigma, Privilege, and oppression: A behavioral health handbook*

Byrd, M. Y. (2018). Exploring the relationship between the organizational culture and diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trend*s (pp. 59-71). New York: Routledge.

Byrd, M. Y. (2018). Race and diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends* (pp. 75-92). New York: Routledge.

Byrd, M. Y. (2018). Spirituality and diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends* (pp. 201- 217). New York: Routledge.

Byrd, M. Y. (2018). Re-conceptualizing and Re-visioning diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends* (pp. 334-346). New York: Routledge.

Byrd, M. Y., & Scott, C. L. (2018). Re-emergence of racial harassment and racial hate symbols in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends* (pp. 295-311). New York: Routledge.

Byrd, M. Y., Martinez, J., & Scott, C. L. (2018). Social class and diversity in the workforce. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends* (pp. 181-197). New York: Routledge.

Lloyd-Jones, B., & **Byrd, M. Y**. (2018). Developing culturally responsive mentoring in the professoriate: A theoretical model. In E. T. Murakami & H. J. Mackey (Eds.), *Beyond Marginality: Understanding the Intersection of Race, Ethnicity, Gender and Difference in Educational Leadership Research* (pp. 63-80). Charlotte: N. C., Information Age Publishing.

Scott, C. L. & **Byrd, M. Y**. (2018). Visible and invisible disabilities in the workforce: Exclusion and discrimination. In M. Y. Byrd & C. L. Scott (Eds.) *Diversity in the workforce: Current issues and emerging trends* (pp. 283-294). New York: Routledge.

Byrd, M. Y., & Lloyd-Jones, B. (2016). Developing a social justice-oriented workforce diversity concentration in human relations academic programs. In C. L. Scott & J. D. Sims (Eds.) *Developing workforce diversity programs, curriculum, and degrees* (pp. 179- 196). Hershey, PA: IGI.

Byrd, M. Y. (2016). Selective Incivility: A micro aggression targeting racial and ethnic groups in the workplace (pp.123-149). In M. F. Karsten (Ed). *Gender, race, and ethnicity in the workplace: Emerging issues and enduring challenges* (pp. 123-149). Santa Barbara, CA: Praeger.

Byrd, M. (2016). Women of Color in leadership. Rendering the invisible visible. In R. Alavi (Ed.) *Ethics and leadership* (pp. 187-200). Dubuque, IA: Kendall Hunt.

Byrd, M. (2014). A social justice paradigm for human resource development: Philosophical and theoretical foundations. In N. Chalofsky, T. Rocco, & M. L. Morris, *Handbook of Human Resource Development: The Discipline and the Profession* (pp. 281-298). Hoboken, NJ: Wiley.

Byrd, M., & Hughes, C. (2014). A paradigm shift for diversity management: From promoting business opportunity to optimizing lived career work experiences. In Hughes, C. (Ed.), *Impact of Diversity on Organization and Career Development* (pp. 28-53). Hershey, PA: IGI Global.

Byrd, M. (2012). Critical race theory: A framework for examining social identity diversity of Black women in positions of leadership. In C. Scott & M. Byrd (eds.), *Handbook of research on workforce diversity in a global society: technologies and concepts.* (pp. 426-439), Hershey, PA: IGI

Byrd, M., & Chlup, D. (2012). Theorizing African American women's learning and development in predominantly white organizations: Expanding the conversation on adult learning theories. In C. Scott & M. Byrd (eds.), *Handbook of research on workforce diversity in a global society: technologies and concepts.* (pp 38-55), Hershey, PA: IGI

Byrd, M. (2012). Theorizing leadership of demographically diverse leaders. In M. Paludi (ed.), Managing Diversity in Today's Workplace: Strategies for Employees and Employers (Women and Careers in Management) pp. 103-124. Santa Barbara, CA.: Praeger (ABC-CLIO). **Invited**

Editorials:
Byrd, M. Y. (2022). Inclusive Leadership: Critical Practice Perspectives From the Field. *Advances in Developing Human Resources*, 15234223221120180.

Byrd, M. Y. (2022). Back to the Basics: People, Learning, and the Organization. *Advances in Developing Human Resources*, *24*(2), 75-77.

Byrd, M. Y. (2022). Looking Back, Then Turning the Page. Advances in Developing Human Resources, 24(1), 3-5.

Byrd, M. Y. (2021). A new normal: The changed landscape of human resource development in the wake of COVID-19. *Advances in Developing Human Resources*, *23*(1), 3-4.

Byrd, M. Y. (2021). Editorial Postscript: Developing Black Males: The Way Forward. Advances in Developing Human Resources, 23(4), 384-385.

Byrd, M. Y. (2021). Developing Human Resources: Where Are the Black Males?. *Advances in Developing Human Resources*, *23*(4), 275-276.

Media Review, Invited
Byrd, M. Y. (2017). The history of Human Resource Development, by M. Gosney and C. Hughes. *New Horizons in Adult Education & Human Resource Development*, *29*(2), 66-68.

Byrd, M. (2013). The end of diversity as we know it by Martin Davidson. *Human Resource Development Quarterly, 24*(2), 269-275.

Conference Presentations (Published in Proceedings)
Byrd, M. Y. (2020). Paradigmatic, Theoretical, and Philosophical Perspectives for Social Justice Pedagogy: A Human Relations Perspective. In S. Minnis (Ed.) Proceedings of the Academy of Human Resource Development. AHRD.

Byrd, M. Y. (2019). A Pedagogical Approach for Addressing Racism and Building a Foundation for Human Relations in the Workplace. Proceedings of the Academy for Human Resource Development, Louisville, KY: AHRD. **Paper was selected for a Cutting Edge Award**

Byrd, M. Y. (2018). Diversity Branding Promotes a Branding Philosophy, but Where is Social Justice? *Proceedings of the Academy for Human Resource Developmen*t, Richmond, VA: AHRD.

Byrd, M. (2017). Organizational Social Justice: A New Paradigm for Diversity. *Proceedings of the Academy for Human Resource Development*, San Antonio, TX: AHRD.

Byrd, M. Y. (2016, November). French & Raven's Leadership Theory: Are Social Identity and Intersectionality Missing Links? Paper presented at the Dynamics of Inclusive Leadership Conference, *International Leadership Association* meeting, Atlanta, GA. Abstract retrieved from: http://www.ila-net.org/conferences/2016/programbook/index.html

Byrd, M. (2015). Towards a Critical Social Justice Pedagogy in the HRD Curriculum. *Proceedings of the Academy for Human Resource Development*, St. Louis, MO.

Byrd, M. (2013). Emancipatory Spirituality: A Philosophical & Social Justice Perspective. *Proceedings of the Academy for Human Resource Development,* Arlington, VA.: AHRD.

Byrd, M., & Chlup, D. (2011). Expanding the conversation on adult learning theories: Theorizing African American women's learning and development. *Proceedings of the 2011 AERC Conference*, Toronto, Ontario.

Byrd, M., & Scott, C. (2011). Diversity dialogues in the boardroom and the classroom: Shifting the focus from training and awareness to education and social justice. In K. M. Dirani & J. Wang (eds.), *Proceedings of the Academy for Human Resource Development,* Schaumburg, IL: AHRD.

Byrd, M., & Scott, C. (2010). Dialogue on human resource development workplace diversity courses: Implications for HRD. *Academy of Human Resource Development International Research Conference Proceedings,* Knoxville, TN: AHRD.

Byrd, M., Harper, E., & Browder, J. (2010). Examining the strategic planning process in a small business context. *The International Academy of Business and Public Administration Disciplines Conference Proceedings*, Rushton, LA: IABPAD.

Byrd, M. (2009). Diversity training: What are we really talking about? *Academy of Human Resource Development International Research Conference Proceedings,* Arlington, VA: AHRD.

Byrd, M. (2007). Theorizing African American women's leadership: Expanding the conversation on power and influence within predominantly white organizations *Academy of Human Resource Development International Research Conference Proceedings,* Indianapolis, IN: AHRD.

Byrd, M. (2006). The search for applied theory that informs the effects of racial conflict on organizational performance. *In F. M. Nafukho & H. Chen (Eds.) 2006 Proceedings of the Academy of Human Resource Development International Research Conference Proceedings.* Columbus, OH: AHRD.

Non-Referred Conference Presentations
Panelist, Focus Session: Addressing Racial Incidents in Organizational Settings: Is Diversity Training Effective? (2022 AHRD Conference)

Panelist, Focus Session: Decentering whiteness, confronting complicity, and taking action to *dismantle* systemic racism (2021 AHRD Conference)

Panelist, Meet the Editors: Congratulations!!! You've got a Revise and Resubmit! Now What? "How to Successfully Revise your Manuscript for Publication" (2020 AHRD Conference)
Podcasts
Byrd, M. Y., Scott, C. L., & Maltbia, T (2022). HRD and Antiracism, Season 3, Episode 1.

AHRD

Byrd, M. Y.,Choo, Y., & Sparkman, T. (2022). Diversity, Equity, and Inclusion, Season 1, Episode 7. AHRD

CREATIVE ACTIVITY/INVITED PARTICIPATION

Keynote Speaker: Diverse Voices Conference, Oakland University (Michigan) "Defining the Role of Social Justice in Practice" (2021)

Panelist, 2021 S.O.U.L. Conference, University of Oklahoma, ""The Influence of Race and Gender: The Reality of Lived Experiences"

Panelist, 2021 AHRD Town Hall Forum, "I'M NOT A RACIST." CHALLENGING SAFE METANARRATIVES THAT SILENCE AND PERPETUATE RACISM IN AHRD. Presented by the AHRD Antiracism Task Force:

HRD Career Development: Where Do We Go From Here? Academy of Human Resource Development Town Hall Forum, panelist, February, 2017
Virtual panelist, Indiana State University's *Excellence through Diversity Initiative*, May 2016

Women and Leadership Theory Think Tank, George Washington University, July 2015

Byrd, M., "Diversity and Exclusion: the Road Less Traveled," Academy of Human Resource Development, Webinar. (October 15, 2020).

Byrd, M., International Leadership Association, Virtual Meeting, "Tips for Scholarly Publishing," ILA. (October 15, 2020).

Webinars Facilitated
Advancing inclusive workplace practices effective employer practices in support of disability-inclusive workplaces (Webinar, facilitator). Broadcast via www.ahrd.org. September 2014.

The current landscape of workforce diversity and inclusion: A view from corporate America. (Webinar: organizer and lead discussant). Broadcast via www.ahrd.org July 2013

Socio-cultural realities of leadership: Perspectives from African American women leaders, (Webinar: co-presenter and discussant). Broadcast via www.ahrd.org. February 2010

Workshops Facilitated
Changing the Culture: Diversity Education for Executives and Managers of a Multi-Diverse Workforce, Workplace Diversity: Practice and Research, George Mason University, June 10-11, 2010, Arlington, VA.

Incorporating Social Justice Issues into Diversity Training Programs, Gender and Diversity Professional Development Workshop, Academy of Management, Montreal, Quebec,

August 2010

<div align="center">

PROFESSIONAL DEVELOPMENT
</div>

- 3/20/20 Webinar: "Education in the Time of Coronavirus." Speak Out ED Talks.
- 4/7/20 Webinar: "Crisis Leadership in Higher Education." International Leadership Association.
- 5/28/20 Virtual Brownbag on Community-Engaged Learning in the Era of Social Distancing/including panelist, Dr. Janna Martin. The University of Oklhoma
- 6/5/20: "Diversity Dialogue: Exploring the Impact of Racialized Violence" sponsored by Office of Diversity, Equity, and Inclusion:
- 8/12/20 Webinar: "What Resources Do Leadership Educators Need Right Now"? The Leadership Education Academy's Critical Conversation Series.
- 8/13/20 Women and Leadership Virtual Coffee Series Online Teaching
- 8/20/20 Women and Leadership Virtual Coffee Series Lifestyle Medicine for Our Fast Paced World
- 8/27/20 Women and Leadership Virtual Coffee Series Effort and Effortlessness: Philosophical Perspectives on Self- and Other-transformation
- 9/17/20 Women and Leadership Virtual Coffee Series Leveraging Self-Awareness and Preparation to Effectively Discuss Race
- 10/1/20 Women and Leadership Virtual Coffee Series Learning from a Generation Z student: Leading a Fast Growing Virtual Community
- 11/19/20 Women and Leadership Virtual Coffee Series Faith and Women in Leadership
- 9/3/20 WeAre Webinar: Addressing Mental Health in the Classroom. University of Oklahoma
- 9/23/20 WeAre Webinar: OU PD in the Community. University of Oklahoma
- 9/16/20. Webinar: "Informal and Incidental Learning in the time of COVID." The Academy of Human Resource Development. Facilitators: Dr. Karen Watkins and Dr. Victoria Marsick.
- 10/2/20. Invited Participation: It's Time to Talk: Forums on Race
- 10/21/20 Developing Inclusive Syllabus. Dr. Hong Lin, Center for Faculty Excellence, University of Oklahoma
- 10/21/20 Women of Color Healing Hour. Virginia Tech.
- 11/14/20 Beloved Community Dialogue (discussion on race and education). Rankin Foundation, Athens. GA. via Zoom
- 12/7/20 Webinar: "Impact of the COVID-19 Pandemic on Work, Worker, and Workplace" The Academy of Human Resource Development
- 8/2010 Critical Management Studies Workshop, University of Quebec at Montreal, Gender and Diversity Stream

<div align="center">

AWARDS
</div>

Marilyn Y. Byrd Excellence in HRD Research to Practice Award
- Added to the AHRD suite of awards in 2022
- Renames the previous *Advances in Developing Human Resources* Best Issue Award

Ed Cline Faculty Development Award
- For proposal "Women of Color Leadership Theory Think Tank."
- Women pushing the needle on leadership

Laura Bierema Critical HRD Award Scholar
- Presented at the 2020 Academy of Human Resource Development Conference.

- Acknowledges those scholars and HRD professionals who actively challenge the field and industry norms while advancing important social justice perspectives and principles.

Research and Engagement Team Award
- Presented at the 2020 Academy of Human Resource Development Conference

- Cultivating a strong research culture and community of inclusion; promoting civility, engaging new members, and addressing exclusionary activities that diminish an inclusive community

Best Reviewer for Human Resource Development Review Journal 2020
- Presented at the 2020 Academy of Human Resource Development Conference

GRANTS RECEIVED

Graduate Faculty Research Grant, *Diversity training best practices: An exploration of small companies and businesses,* University of Mary Hardin-Baylor, 2010

UNIVERSITY SERVICE
- Faculty Sponsor – Student Society for Human Relations 2014 to present
- Professor Panel for 2014 Sooner Experience Day
- Dean's Advisory Committee on Women's Issues, 2015 to present
- Jim Sullivan Endowed Scholarship Committee, 2015
- Presenter, "Preparing for the Classroom," Developing Black Males conference and the George McLaurin Developing Males conferences 2015 and 2016
- Presenter, Invictus Black Greek conference, 2016.
- Panelist, "Job Searching While Black", Black Graduate Student Union, Spring 2016.
- Delivered a training workshop for the Housing and Food Service Department on motivation, spring 2016.
- Served as member of AFAM Search Committee, Fall 2015 and Spring 2016
- Supported through attendance, African American Achievement Awards and Graduation Celebration, spring 2016
- Academic Program Review Committee 2020/2021
- CAS Tenure Committee 2021/2022

Student Committees
- Graduate Thesis Committee Member: C. Bojarski - Spring 2015
- Graduate Capstone Chairperson: Deidra Smith- Spring 2017
- Doctoral Committee, Jasmine Austin-2018
- Doctoral Committee Adria Chappel (in progress 2022)
- Doctoral Committee Sage Mauldin (in progress 2022)

SERVICE TO THE PROFESSION

Journal Editorial Appointments

Advances in Developing Human Resources
- Editor in Chief, 2018 to present
- Associate Editor, 2014-2018
- Editorial Board Member, 2009-2014
- Special Task Force, 2013
- Chairperson, Best Issue Awards Committee, 2011-2018

Human Resource Development Quarterly, Board Member 2015-present
Human Resource Development Review, Board Member, 2015-present

MEMBERSHIPS

- International Leadership Association- 06/22 to present
- Academy of Human Resource Development (AHRD) (2006 to present)
  - Anti-racism Committee (2020 to present)
  - Board of Directors, (appointment for 2016-2020)
  - Conference Track Chairperson, Critical, Social Justice, & Diversity Perspectives, 2014-2018
  - Co-chairperson, Workforce Diversity and Inclusion Special Interest Group, 2013- present
    - Publications Manager, 2010-2012
  - Chairperson, Nominations Committee, 2013
    - Member, Nominations Committee, 2012
  - Recognized for Leadership, 2012
  - Member in the Spotlight, May 2012
- Society of Human Resource Management (2014-2018)
- Diversity & Inclusion Standards Task Force, 2010-2012
- Academy of Management (2008 to 2014)

CURRENT RESEARCH

Organizational social justice
Theorizing Black women's leadership with intersectionality and social identity Spirituality as a response to social oppression
Organizational ethics