

CURRICULUM VITAE

Dr. Deborah D. Hazzard
Educator, Administrator and Visionary
1014 Greene Street
Columbia, South Carolina 29208
(803) 777-5986 Office Phone
deborah.hazzard@moore.sc.edu E-mail (work)
<http://www.linkedin.com/in/dhazzardrobinson> LinkedIn

Education

Cornell University, Manhattan, New York (US)

Executive Education, November 2018
Diversity and Inclusion (D&I) Professionals Certificate

Georgia State University, Atlanta, Georgia (US)

Doctoral Degree, August 2012
Major: Executive Doctorate in Business Administration

Winthrop University, Rock Hill, South Carolina (US)

Master's Degree, May 1997
Major: Executive Master of Business Administration

North Carolina State University, Raleigh, North Carolina (US)

Bachelor's Degree, December 1991
Major: Bachelor in Business Management

Higher Education Administration and Teaching Experience

University of South Carolina

Associate Dean for Diversity and Inclusion, June 2019 to Present;

Columbia, SC (US)

Ensure diversity and inclusion are fostered and encouraged at the Darla Moore School of Business (DMSB), and strive to enhance diversity and inclusion among students, faculty and staff. As DMSB's thought leader on diversity and inclusion, other responsibilities include guidance of the Dean's D&I Council, academic direction of the school's Rising Scholars program for underrepresented students, and collaboration with external stakeholders in the offering of Business at Moore, a program that encourages underrepresented high school students to apply for admission to DMSB. Also work with Chief Diversity Officer and Council of Academic Diversity Officers to advance diversity, equity and inclusion at the University of South Carolina.

Clinical Assistant Professor, August 2016 to Present;

Management Faculty/Adjunct, January 2016 to May 2016

Darla Moore School of Business,

Management Department

Columbia, SC (US)

Effectively facilitate management courses for the Darla Moore School of Business (DMSB). Proactively engage in community service and seize opportunities to advance scholarly research and publication record. Utilize practitioners in professional network as guest lecturers in order to provide real-world insight while enriching learning experiences for students.

Course Facilitation Includes: MGMT 408/490-Diversity and Inclusion (created and launched this new course), MGMT 478-Strategic Management (capstone), MGMT 406-International Human Resource Management, MGMT 407-Corporate Social Responsibility and Stakeholder Management, MGMT 371-Principles of Management, MGMT 770- Organizational Behavior.

Recent Professional Development Includes: Women's Leadership Institute 2019; 2018 Society for Human Resource Management (SHRM) Diversity and Inclusion conference; Applying the Quality Matters (QM) Rubric course, August 2018; 2017 Online Learning Consortium (OLC) Accelerate Conference, Orlando, FL, November 2017; 2017 Teaching with Technology-Business and Economics Summit, Chicago, IL, October 2017; Oktoberbest Teaching Symposium, Center for Teaching Excellence-USC Columbia, October 2017; SCWHE--Women of Color Workshop, SC Women in Higher Education, September 2017; 3D's Bootcamp --Intensive Online Course Design and Development Program, Center for Teaching Excellence-USC Columbia, May 2017 - September 2017; SC ReCharge e-Learning Conference, USC Provost's Office and the Center for Teaching Excellence, June 2017; Open Educational Resources (OER) Workshop, University Libraries-USC Columbia., June 2017; New Faculty Academy, Center for Teaching Excellence-USC Columbia, August 2016 - May 2017; Women's Leadership Institute (WLI), Faculty Development /CIBER Program-China (May 2017).

Visiting Assistant Professor of Management, August 2013 to May 2016

School of Business Administration

Aiken, SC (US)

Effectively facilitate upper-level undergraduate management courses for a diverse student body. Proactively engage in community service and seize opportunities to advance scholarly research and publication record. Enthusiastically serve on the Courses and Curricula Committee and Distance Education Committee for School of Business Administration (SOBA), at the pleasure of the Dean. Utilize practitioners in professional network as guest lecturers in order to provide real-world insight while enriching learning experiences for students. Serve as an academic advisor for Business students.

Undergraduate-level Course Facilitation Included: BADM 345-Business (Writing) Communication, BADM 371-Principles of Management and Leadership, MGMT 374- Human Resource Management, MGMT 477-Organization Theory, BADM 379- Social, Ethical and Legal Aspects of Business, BADM 324-Commercial Law and MGMT 376- Organizational Behavior.

Professional Development Courses During Spring 2015 Included: Crafting Dynamic Classroom Lectures (Center for Teaching Excellence, USC Columbia); 2015 Online Course Development Cohort (USCA Office of Distance Learning); Active Learning Techniques for Any Discipline (Center for Teaching Excellence, USC Columbia).

Professional Development Courses During Fall 2015 Included: Turbo-Tech Tuesday: How to Use YouTube Captioning (Center for Teaching Excellence, USC Columbia); Case Method of Teaching Faculty Seminar: Exploring Instructional Dilemma-Short Course (Center for Teaching Excellence, USC Columbia).

Professional Development Courses During Spring 2014 Included: Blackboard Learn, Digital Natives, Web 2.0 Technologies, Flipping the Classroom, Promotion and Tenure Workshop, Engaging Undergraduates in Large Online Courses, Managing Student Teams, Turbo Technology: Pechakucha and Poll Everywhere, Powerpoint: Beyond the Bullet Points, Strategies for Getting Students to Read, and Successful Strategies for Online Course Design.

Professional Development Courses During Fall 2014 Included: Strategies for Getting Students to Read, Successful Strategies for Online Course Design, Developing Superior Courses Using the Quality Matters Rubric, Seven Ways to Make Your Class Accessible, Adobe Connect, Creating Effective and Interactive Adobe Presenter Presentations, Strategies to Ensure an ADA Accessible Distributed Learning Course, Increasing Student Engagement and Learning through the Flipped Classroom, Best Practices for Implementing an Online Course Development Model, Engaging Online Learners and the Pedagogy of Presence, L.O.O.C. What Technology Dragged in and Online Academic Support Delivery.

Webster University

Adjunct Professor, October 2012 to August 2014

Columbia, SC (US)

Competently and effectively facilitated graduate-level business and finance courses at Columbia Metropolitan and Shaw Air Force Base campuses. Developed and executed instructional plan(s) while accurately assessing student performance. Ensured course-level learning outcomes were met while maintaining accurate records of student achievement. Attended faculty meetings and professional development in order to remain abreast of relevant information and developments in field(s) of expertise.

Graduate-level Course Facilitation/Approvals Included: MNGT 5990- Corporate Responsibility and Society; BUSN 5000- Business; BUSN 5200- Basic Finance for Managers; BUSN 6150- Business Communications and Technology; MNGT 5000/6000- Management; PROC 5820- Operations and Supply Chain Management; and HLTH 5070- Healthcare Financial Analysis.

Coker College and Webster University

Adjunct Professor, January 2002 to January 2004

Fort Jackson, SC (US)

Enthusiastically and energetically taught undergraduate and graduate-level business management and finance courses. Engaged students in course content through the use of real-world, practical examples and experiences to illustrate theories and concepts. Tracked and managed student performance outcomes and relevant data. Ensured course level learning outcomes were achieved.

Courses Taught at Other Colleges and Universities (Adjunct Professor Capacity)

- BA 350—Leadership in Organizations (Undergraduate)
- BM 250—Business Law (Undergraduate)
- BUS 520—Leadership and Organizational Behavior (Graduate)

Research Experience: Presentations and Publications

- Hazzard-Robinson, D. (Presenter & Author), 2018, This is Digital Learning Webinar Series, Pearson, "Using Adaptive Learning Technology in MyLab Management to Transform Learning Environments", Academic, National. (March 2018).
- Hazzard, D. (2017). Increasing Student Engagement While Improving Performance Outcomes: Using Adaptive Learning Technology to Transform Learning Environments. Paper accepted for presentation at the 2017 Oktoberfest Conference in Columbia, SC in October, 2017.
- Hazzard-Robinson, D. (Presenter & Author), 2017 Teaching with Technology-Business and Economics Summit, Pearson, "Increasing Student Engagement while Improving Performance Outcomes: Using Adaptive Learning Technology to Transform Learning Environments", Academic, National. (October 2017).
- Hazzard, D. (2017). *Protecting Your Brand While Expanding Your Outreach: Using Analytics to Validate Course Migration*. Paper accepted for presentation at the SC ReCharge Conference in Columbia, SC in August, 2017.
- Hazzard-Robinson, D. (2015). *Mobile Payments: An Examination of Organizational Drivers of Engagement in Emerging Markets and Developing Countries*. Paper accepted for presentation at the International Academy of Business and Public Administration Disciplines (IABPAD) Conference on January 2, 2016 in Orlando, Florida.
- Hazzard-Robinson, D. (2015). *An Examination of Impediments to Mobile Payment Engagement in Emerging Markets and Developed Countries*. Paper accepted for presentation at the Academy of Business Research (ABR) Fall 2015 Conference on November 10-12, 2015 in Boca Raton, Florida. **Received "Best Paper" Award.**
- Rodriguez, L., Lewellyn, P. and Hazzard-Robinson, D. (2014). *Tri-sector collaborations in small communities: not a marriage made in heaven*. Article accepted for presentation at 2015 International Association for Business and Society (IABS) Conference in Costa Rica.
- Hazzard-Robinson, D. (2012). *Social Network Theory in Interorganizational Alliances: An Firm Level Empirical Analysis of Mobile Payment Solutions*. Research-in-progress presented at the International Network for Social Network Analysis annual meeting, March 2012.
- Fortuna, M., Hazzard-Robinson, D. Krupka, J. and Loch, K. (2011). Sustainability and Corporate Social Responsibility Trends: An Empirical Analysis of Drivers, Success Measures and Competitive Value for Multi-National Corporations Within the Information and Communications Technology Industry-. Research presented at the 7th International Conference on Environmental, Cultural, Economic and Social Sustainability, January 5-7, 2011, University of Waikato, New Zealand.
- Hazzard-Robinson, D. (2012). *Social Network Theory in Interorganizational Alliances: An Firm Level Empirical Analysis of Mobile Payment Solutions*. Research-in-progress manuscript presented at the Doctoral Consortium, 1st International Conference on Engaged Management Scholarship, June 2, 2011, Case Western Reserve University.
- Fortuna, M., Hazzard-Robinson, D. Krupka, J. and Loch, K. (2011). Sustainability and Corporate Social Responsibility Trends: An Empirical Analysis of Drivers, Success Measures and Competitive Value for Multi-National Corporations Within the Information and Communications Technology Industry. Research presented at the 1st International Conference on Engaged Management Scholarship, June 2-5, 2011, Case Western Reserve University.

Service Experience

- Serve on the University's Faculty Budget Committee (2018-present); Committee Chair (2019—2020)
- Serve as a mentor for the DMSB Rising Scholars program (2018-present)
- Serve as the Faculty Advisor for the Black Business Student Association (BBSA) and Phi Beta Lambda
- Served as co-chair of Diversity in Leadership subcommittee of the Provost's Advisory Committee for Women's Issues (PACWI) (2017-2019)
- Served as a Preston College Faculty Associate (2017-2019)
- Serve on Faculty Advisory Committee at DMSB (August 2016-present)
- Served as a member of the Diversity in Leadership subcommittee of the Provost's Advisory Committee for Women's Issues (PACWI) (2016-2019)
- Serve as Quality Management Peer Reviewer for University of South Carolina (2018-present)
- Serve as Technology Liaison for Management Department at DMSB (September 2017-present)
- Serve on Closing the Gap (CTG) task force at DMSB focusing on Diversity and Inclusion initiatives (July 2017-present)
- Serve on the Business at Moore (BAM) task force (January 2018-present)
- Migrated MGMT 371 from face-to-face to online environment for DMSB following extensive course re-design process (Summer 2017)
- Served as a facilitator and volunteer for IT-ology -teach leadership and business communications workshops (2015-2017)
- Served as President of a community-based nonprofit organization -Blythewood High School Volleyball Booster Club (2014-2016).
- Actively planned and coordinated two workshops for USC Aiken SOBA upperclassmen held in conjunction with the Student Advisory Board. The focus of the workshops included: business etiquette, dressing for success and interviewing skills/mock interviews (2013-2014).
- Enthusiastically navigated department and university approval structure in order to revamp and restructure BADM 345— Business Writing to meet the changing needs of today's global business environment. The scope of the course was expanded to include an emphasis on effective oral communication, interaction and engagement in an applied business setting. As such, the course name, course description and course learning objectives were modified (2013-2014).

Awards, Grants and Recognition

- \$2,300 Virtual Environments Bootcamp grant from Provost's Office and Center for Teaching Excellence (May 2019)
- \$3,000 Innovative Pedagogy grant from the Provost's Office and the Center for Teaching Excellence for Diversity and Inclusion course development and training (August 2018)
- \$3,000 matching grant from the DMSB Dean's Office -to complement the Innovative Pedagogy grant for Diversity and Inclusion course development and training (August 2018)
- \$10,700+ Curriculum Development grant from the Riegel and Emory Center for Diversity and Inclusion course development and training (August 2018)
- \$500 online course design grant from Provost's Office and Center for Teaching Excellence for migration of MGMT 371 (January 2017)
- \$2,000 3D's Bootcamp grant from Provost's Office and Center for Teaching Excellence for migration of MGMT 371 (May 2017)
- \$500 SCOER (Open Educational Resources) grant from University Libraries and Student Government Association for MGMT 478 course (June 2017)

Other Professional Experience

2 Higher Heights, LLC

President and Chief Executive Officer, November 2007 to present

Atlanta, Georgia (US)

Design and deliver customized leadership development training, diversity and inclusion (D&I) training and online learning strategy. Clients include public and private sector organizations.

DeKalb County Government

Deputy Director, April 2006 to November 2007

Decatur, Georgia (US)

Served as the Deputy Director, Administration and Logistics, for a department with 864 personnel and a \$70 million operating budget. Areas of responsibility included Personnel and Payroll, Recruiting, Fleet Management, Facilities Management, Information Systems, Special Projects, Training Academy, Supply Warehouse, Technical Services, Health and Safety. Spearheaded business process redesign initiatives, in partnership with key stakeholders, resulting in improved efficiency and enhanced employee productivity.

Developed aggressive recruiting strategy to fill mission-critical vacancies caused by employee separations. Initiatives included a highly publicized job fair with nearly 1,000 attendees, and the formation of a recruiting task force. Instituted annual training plans for subordinates. Championed process enhancements for employee onboarding, as well as employee separation processing. Revamped training curriculum for new and current employees. Served as chairperson of the departmental Safety Committee.

DeKalb County

Budget Manager/Financial Services Manager, February 2004 to April 2006

Decatur, Georgia (US)

Responsible for management of approximately \$70 million operating budget. Handled all departmental financial matters including procurement, review and approval of all departmental expenditure requests, and management of \$1 million in federal grants. Instituted strategic planning activities in conjunction with annual budget preparation process. Formed strategic relationships in order to improve efficiency and effectiveness. Audited the department's financial position through review and analysis of financial matters and also managed the department's Bank of America Visa Purchasing Card program. Conducted budget and financial management training for all new supervisors. Spearheaded conversion from a mainframe financial system to the Oracle Financial Management Information System and Automated Purchasing System (FMIS/APS). Developed and delivered customized Oracle training to departmental personnel. Remained the department's subject matter expert on the Oracle FMIS/APS system.

Self-Employed

Management Consultant, October 2001 to January 2004

Columbia, South Carolina (US)

Provided strategic management consulting services, technical assistance and capacity building to clients. Major client was the City of Charlotte, North Carolina and its financial partners. Scope of work included performance management, financial management and compliance initiatives. Created and enhanced strategic alliances in order to improve performance, leverage investments and build capacity. Demonstrated ability to serve as a project manager and project coordinator on a variety of projects, initiatives, and business process redesign initiatives.

City of Charlotte

Division Manager, March 1998 to October 2001

Charlotte, North Carolina (US)

Managed the Employment and Business Services division of the Neighborhood Development department. Responsible for division budget management; federal, state and local grants management; as well as program and personnel management. Division comprised of approximately 30 personnel, including summer employment staff persons. Spearheaded several large scale change management and process reengineering projects. Lead internal self-assessment in preparation for an audit by the Department of Housing and Urban Development (HUD). Audit covered a 5-year timeframe, and resulted in "no findings". Spearheaded the creation of a Compliance Unit to ensure departmental compliance with all rules, regulations, processes, and procedures related to federal programs. Monitored internal compliance as well as financial partner compliance. Served as Division Manager of the new unit. Earned exemplary performance ratings while in the role of Division Manager at City of Charlotte.

Wachovia (First Union National Bank)

South Carolina Community Reinvestment (CRA) Executive, July 1995 to January 1998

Columbia, South Carolina (US)

Provided leadership and coordination of Community Reinvestment Act (CRA) initiatives. Spearheaded community outreach activities for bank markets throughout the state of South Carolina. Fielded customer complaints and addressed citizen concerns related to Fair

Lending, Redlining and perceived unfair treatment. Facilitated community meetings with stakeholders to ascertain needs and obtain feedback. Spearheaded program and product development to address unmet needs. Championed community involvement and community service efforts statewide. Guided the bank to its first ever “Outstanding” Community Reinvestment Act (CRA) rating on an Office of the Comptroller of Currency (OCC) regulatory exam. “Outstanding” ratings are assigned to financial institutions that have exhibited leadership in traditionally *underserved* communities. Factors considered during the rating process include: significant increases in lending penetration, exemplary service and community outreach efforts, and investments designed to revitalize blighted areas. Hosted a series of statewide Community Dialogue meetings to establish and nurture relationships with key community stakeholders in targeted areas. Seized the opportunity to share valuable product and program information. Solicited feedback and input from the community as to unmet needs. Completed a graduate thesis entitled “Emerging Technologies in the Banking Industry and the Impact of Alternative Delivery Systems on Consumers”.

Bank of America (NationsBank)

Eastern Region Community Investment Coordinator, July 1993 to July 1995

Columbia, South Carolina (US)

Managed Community Reinvestment Act (CRA) initiatives for the eastern half of South Carolina. Facilitated community meetings with stakeholders to ascertain community needs and obtain feedback. Spearheaded program and product development to address unmet needs. Instrumental in the South Carolina bank earn an “Outstanding” rating from the Office of the Comptroller of the Currency (OCC) on a CRA exam. Championed community outreach initiatives such as Community Credit Education and Loan Days, Community Dialogue Meetings, and neighborhood tours for bank Chairman Hugh McColl. Named “Outstanding Chapter Member of the Year-1994” by the National Association of Urban Bankers (NAUB), South Carolina Chapter. Served in various leadership roles with NAUB, including Vice-President and Public Relations Committee Chairperson. Served on Boards of Directors for the South Carolina Legal Services Association, South Carolina Association of Community Development Corporations and the Family Self-Sufficiency Program of the Columbia Housing Authority.

Skills and Achievements

- Skilled and proficient in software applications and web technology including Blackboard, TopHat, Pearson’s MyLab Management, Adobe Connect and Presenter, Kahoot, Poll Everywhere, Microsoft Office, PeopleSoft, Kronos, Oracle Automated Purchasing and Financial Management Information Systems, Sharepoint, SPSS, Sitebuilder 5.0 and NVivo.
- Demonstrated teaching effectiveness as evidenced by peer and student evaluations. Earned Student Engagement Award (Spring 2014). Established history of exemplary performance evaluations and ratings. Demonstrated an excellent work ethic and commitment to exceeding goals.

Certifications

- *Digital Badge, Digital Learning Summit-Business, Economics and Information Technology* (February 2018)
- *Digital Badge, Teaching with Technology-Business and Economics* (October 2017)
- *Advanced Certificate in Human Resource Management* (08/15/2007)
- *Certificate in Employment Law* (02/15/2007)
- *National Incident Management Systems* (NIMS)
- *Commercial Lending Certification* (06/01/1993)

Professional Organizations

- *National Association of African-Americans in Human Resources (NAAHR)*, member
- *SC Women in Higher Education (SCWIHE)*, member
- *Society for Human Resource Management (SHRM)*, member
- *Academy of Management (AOM)*, member
- *Beta Gamma Sigma International Business Honor Society*, member
- *Delta Sigma Theta Sorority (Public Service Sorority)*, member
- *National Association of Urban Bankers (NAUB)*, past member
- *National Forum for Black Public Administrators (NFBPA)*, past member