

ROBIN A. ROBERTS

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TEACHING EXPERIENCE

Embry-Riddle Aeronautical University, College of Business, Daytona Beach, FL, and Worldwide campuses
August 2014 - Present

Adjunct Professor

COURSES: Human Resources Management

Delaware State University College of Business, Dover, DE

August 2006 – December 2012

Adjunct Professor

COURSES: Human Resources, Organizational Behavior, Professional Development, Business Management, Leadership, Organizational Development

WORK EXPERIENCE

February 4, 2013 – Present

Embry-Riddle Aeronautical University, Daytona Beach, FL

Director, Office of Diversity & Inclusion

- Conduct research focused on design of diverse and inclusive societies now and for the sustainability of future generations
- Facilitate small and large group programs that engage students, faculty, staff, and industry partners in experiential learning
- Design, implement, and facilitate leadership education, training, mentorship, and assessment for faculty, staff, and students
- Create and facilitate virtual communities using 3D technology that simulate diverse global societies
- Collaborate with Student Services departments and Academic Affairs on diversity and inclusion initiatives

November 2010 – February 1, 2013

Delaware State University,

Dover, DE

Director, Office of Student Leadership and Activities – (Human Sustainable Energy, Diversity & Inclusion)

- Develop and lead all student leadership activities, programs, and curriculum for Student Government Association (SGA) and student organization leaders and advisors
- Provide analytic reports to Vice President for Student Affairs and Board of Trustee on student leader student governance outcomes
- Instruct student leaders and student organization members in building a strong inclusive community on- and off-campus using a strategic leadership model
- Facilitate student leadership institute to coach student leaders to perform as professionals in campus leadership roles and at their work sites
- Use Myers-Briggs and Emotional Intelligent Skills Assessment (EISA) tools to inventory student leader communication effectiveness
- Conducted research on global leadership and designed leadership model for underrepresented graduate and undergraduate populations
- Created Employer Advisory Board and cybernetic employment model for continuous employment of graduate and undergraduate students to multinational corporations, government agencies, public and private employers
- Created a male initiative that within one year of implementation increased the enrollment, retention, and graduation rates of African American males
- Published five journal articles on the topic of regenerating the performance of under-represented populations in higher education and the workforce
- Fiscal responsibility of all student organization budgets and department budget in excess of \$800k per year
- Manage benefits and compensation for student organizations advisors and students leaders

- Retention Committee member providing expertise on increasing enrollment, retention, and graduation rates of underrepresented populations

April 2005 – November 2010

Director, Career Services - (Human Capital Management, Diversity, and Talent Acquisition)

- Managed the Student Employment Office and employment, recruitment, Title III federal employment guidelines, employment applications (e.g., I-9, W-4, payroll documents), benefits, and compensation of all student employment activity on campus for population of 4,000 student workers
- Wrote career curriculum for DSU Professional Development course that connects students to employment venues applicable to their major or area of interest
- Used Myers-Briggs, Discover, Focus2, Interview Stream, and Resume Builder career inventory tools for career and skills assessments
- Restructured Director role to professorship and implemented career research projects, career intelligence classes, and cooperative education to prepare students to manage their careers pre- and post-graduation
- Created a cybernetic recruitment and hiring pool with employers, faculty, and students to foster consistency in experiential learning and talent acquisition
- Coordinated career-related programs and services to ensure internship and employment opportunities were closely aligned with student's coursework
- Created internships and cooperative education opportunities at new employer work sites increasing employer network by 5% annually
- Researched labor market trends and employment requirements to facilitate curricular development, skill inventorying and student advising
- Used technological resources to assist students with job searches, to become proficient in effective interviewing and presentation to secure jobs pre- and post-graduation

August 2002 – April 2005

Bayhealth Medical Center

Dover, DE

Employment Manager (Human Capital Management and Diversity)

- Managed a team of human resource generalists and administrative staff in recruitment, placement, retention and transfer process of healthcare employees in compliance with established hospital policy and employment laws
- Managed a \$200k operating budget for recruitment and professional development of healthcare workers
- Facilitated New Hire Orientation for new employees and those re-entering Bayhealth after leaves of absences to familiarize them with the organization's vision, values, and culture
- Facilitated placement seminars for career succession and upward mobility
- Facilitated student placement (intern and permanent placement) in healthcare and business careers
- Member of senior Human Resources Management team responsible for forecasting future trends in healthcare and aligning talent towards future and preferred healthcare systems

EDUCATION

University of Phoenix

D.M., Organizational Leadership

Dissertation: "A STUDY OF ENTROPY IN THE PERCEPTION OF AFRICAN AMERICAN COLLEGE STUDENTS"

University of Phoenix

M.A., Organizational Management

Areas of Concentration: Leadership, Diversity, Social Reproduction, Talent Acquisition and Management, Global Human Capital Management/Labor Relations

University of Phoenix

B.S., Information Systems

Areas of Concentration: Leadership, Talent Management, Human and Physical Information Systems, Knowledge Management

CERTIFICATION

Kouzes and Posner Student Leadership Challenge Facilitator Certification – June 2012

MEMBERSHIPS

Association of College Unions International (Institutional Membership)

National Association of Colleges and Employers

National Association of Student Affairs Professionals

National Association of Student Employment Administrators

Northeast Association of Student Employment Administration

American College Personnel Association

National Association of Campus Activities

Society of Human Resource Management – Professional Membership