

CURRICULUM VITAE

Name: Dr. Kathy Tuberville	Department: Management
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EDUCATION

DEGREES	DISCIPLINE	INSTITUTION	YEAR
Ed.D	Education	Northcentral University	2014
Master of Science	Management	University of Memphis	1982
Bachelor of Science	Education	University of Memphis	1978

EXPERIENCE

RANK/POSITION	DEPARTMENT/DIVISION	INSTITUTION/COMPANY/ORGANIZATION	PERIOD
Associate Professor of Teaching--Effective August 2023, Director of Fogelman Women in Leadership Programs/Students/Professionals	Fogelman College of Business & Economics	University of Memphis	Promoted February 2023, effective August 2023--present
Assistant Professor of Teaching--FCBE, Director of Fogelman Experiential Learning	Department of Management	University of Memphis	Updated 2022, Rank Process Change
Faculty Director, Fogelman Experiential Learning	Fogelman College of Business and Economics		July 2021- Dec 2022
Instructor and Director of Avron B. Fogelman Professional Development Center	Management	University of Memphis--Fogelman College of Business	August 2012-2021 (Director, Instructor through present/rank change to Assistant Professor of Teaching)
Assistant Director--Academic Internships	Academic Affairs	University of Memphis	January 2011- August 2012
Associate Professor	Business Department	Crichton College	2001-2008
Associate Dean--Business	Business Department	Crichton College	2004-2008
Interim Associate Dean of Business Department	Business Department	Crichton College	2002-2004
Interim VP--Student Development	Student Affairs	Crichton College	2003-2004
Assistant Professor	Business and Advance Degree Completion Program	Crichton College	1995-2002
Marketing Director	Marketing	Behavioral Technologies	1992-1994
Manager, Accounts Planning	Advertising	Smith & Nephew	1989-1992
John Malmo Advertising	Account Management	John Malmo Advertising	1988-1989
Scholarship Coordinator	Financial Aid	University of Memphis	April 1987-January, 1988
Director	Marketing	Kelly Manufacturing	April 1986-April 1987
Vice-President	Marketing	Varsity Spirit Fashions	1985-1986

Assistant Product Manager	Marketing	Conwood Corporation	1983-1985
Management Development Coordinator	Training and Development	MLGW	1978-1983

HONORS/AWARDS

HONOR/AWARD	INSTITUTION/COMPANY/ORGANIZATION	YEAR
HR Lifetime Achievement Award	SHRM-Memphis	2023
Special Impact Award In The Accounting Profession Nominee	Tennessee CPA Society (TSCPA)	2023
SHRM National Advisor of Impact Award	Society of Human Resource Management, Alexandria, VA	2023
FCBE Creative and Engaged Teaching	Fogelman College of Business and Economics--2023	
UM Distinguished Faculty Teaching Award--Recipient	University of Memphis Alumni Association	2022
Distinguished Teaching Award Nominee	Alumni Association	2021
SHRM-Memphis Lifetime Achievement Nominee	SHRM-Memphis	2022, 2021
George Johnson Teaching Fellow	FCBE	2021-2022
Teaching Beyond The Classroom	FCBE	2021
HR Educator--HR Excellence Award	SHRM-Memphis	2021
Faculty Team--HR Excellence Award	SHRM-Memphis	2021
Distinguished Teaching Award Nominee	Alumni Association	2020
TN Society of Human Resource Management--HR Professional Excellence	Tennessee State Human Resource Council	November 2020
Society of Human Resource Management Senior Certification--SHRM SCP	Society of Human Resource Management	July 2020
George Johnson Fellow Award Nominee-Service	FCBE	2020
HR Educator of The Year	Memphis Business Journal	2019
Ron Hart Leadership Award	Fogelman College of Business and Economics	2018
Faculty Service Award--Department of Management	Department of Management, Fogelman College of Business and Economics	2018
HR Champion	Society of Human Resource Management--Memphis Professional Chapter	2018
Thomas Briggs Teaching Award Nominee	Office of Academic Affairs	2018
George Johnson Fellowship Recipient	Fogelman College of Business	2017
Excellence in Service To Students	National Leadership and Success Society	2016
Distinguished Teaching Award Nominee	UM Alumni Association	2017
Distinguished Teaching Nominee	UM Alumni Association	2015
Memphis Business Journal 2015 SuperWomen In Business Honoree	Memphis Business Journal	July 2015
Distinguished Teaching Award	University of Memphis	2014 Nominee
Management Department Teaching Award	University of Memphis	2014
Management Department Service Award	Department of Management	2013

TEACHING EXPERIENCE

SUBJECT	INSTITUTION
MGMT 3033 Communications and Career Readiness for Accounting	University of Memphis
Communication and Career Readiness	University of Memphis
Managerial Leadership	Fogelman College of Business and Economics
BA 7501 Leadership and Negotiation	University of Memphis
International MGMT 4810--M50	University of Memphis
International Management--Study Abroad Version	University of Memphis
Career Development for Accounting Majors	University of Memphis
International Education--Internships in Prague and Dublin	University of Memphis Study Abroad Program
MGMT 4810, BA 4810 Elective Internship Course	University of Memphis
Leading and Managing an International Business in Italy, 2018, 2019	University of Memphis Study Abroad Program
Managing Employee Wellness--MGMT 3812	University of Memphis
Intro To Human Resource Management--MGMT 3215	University of Memphis

Strategic Management--MGMT 4710--M50 Section	University of Memphis
Managerial Leadership MGMT 4461--M50	University of Memphis
Managerial Leadership MGMT 4461-001	University of Memphis
Business Communications--Onground MGMT 3510	University of Memphis
Management 4911--Internship Course	University of Memphis
Business Communication--M50 Section	University of Memphis
Management 4910--Problems In Management	University of Memphis
Business Admin 4911--Internship Course	University of Memphis
Independent Study Courses, MGMT 4910, BA 4910	University of Memphis
Future Business Leaders--Freshman Seminar	University of Memphis
Human Resource Management	Crichton College
Strategic Management	Crichton College
Foundations of Management	Crichton College
Organizational Behavior	Crichton College
Christian Leadership	Crichton College
Organizational Communications	Crichton College
Principles of Marketing	Crichton College
Intro To Business and Careers	Crichton College
Business Economics	Crichton College
Organizational Research Project	Crichton College

STUDENT ADVISING/MENTORING

CURRENT DEGREE	NAME	YEAR OF GRADUATION
Bachelor of Business Administration, MBA, MSIS Students	Student Society Human Resource Chapter	
BBA and MBA	Fogelman Women in Leadership	
BBA	MGMT 4911 and BA 4911 Internship students	
Bachelor of Business Administration (BBA)	Independent Study and Research--MGMT 4910	undergraduate degree program
Bachelor of Business Administration	Career Mentoring	Undergraduate and graduate students in FCBE

CREATIVE ACTIVITIES

ACTIVITY	DATES	LOCATION	SPONSORSHIP
TSCPA Keynote Presentation	August 2023	Hilton Hotel, Memphis, TN	TSCPA
SHRM-Memphis Building Bridges Conference	Oct 2023	University of Memphis	SHRM-Memphis
2024 TN SHRM Conference	October 2023	Chattanooga, TN	TN SHRM
Your Leadership Journey--Your Leadership Journey: Driving Leadership Success Through Purpose and Passion,	July 2022-January 2023, semester updates		
2023 TN SHRM Conference Presentation	Sept 20-22, 2023	Chattanooga, TN	TN SHRM
CEIA National Conference Presentation--Want Sustainable Internship Results? Start with Onboarding	April 4, 2023		
TN SHRM Conference Presentation--State Conference	September 15-,2022	Sevierville, TN	SHRM TN
Publication--HR Professionals Magazine--Are We Preparing Future HR Leaders?	November 2021		
Great Learning River Publishing--Accounting 3000 web-based text book development, Career Development For Tomorrow	July 2019-present	Online	
SHRM Tennessee State Conference Presenter	Sept 12-14, 2016	Memphis, TN	
Southwest Academy of Management Teaching and Learning Chair and Presenter	March 7-9, 2017	Little Rock, AR	Department of Management

Presenter --Professional Development Workshop-- Experiential Learning and New Course Design	August 7-8, 2015	Vancouver, BC	Department of Management
Presenter	October 23-25	New Mexico University Mentoring Institute Conference	

Books Published

Your Leadership Journey: Driving Leadership Success Through Purpose and Passion, ebook (November, 2022)

Career Development for Tomorrow's Accounting Professionals, published by Great River Learning (July, 2020)

Refereed Journal Publications

Spiceland, C.P. and K. Tuberville, "Preparing Students for Accounting Careers Through Collaborative Partnerships with Regional CPA Firms" (2020, October) approved for publication in the Tennessee CPA Journal. Publication delayed due to Covid-19.

Refereed Conference Publications

Innovative Models In Student Mentoring-A Comparison of Three Integrative Approaches Renn, R., Taylor, R., Tuberville, K. & Lawhead, J. New Mexico Mentoring Institute, May 2015

Non-Refereed Publications

Sorenson, K. & Tuberville, K. (2022). A Bridge From The Classroom To The Boardroom: Linking Accounting Employers, Faculty, and Students. Submitted to Issues in Accounting Education, in process.

Tuberville, K. (2021) Are we preparing future HR leaders? HR Professionals Magazine

Tuberville, K. (2020, July) Strategic Vision for the Next Generation of Talent – Where's the COVID-19 Crystal Ball for Internships?, HR Professionals Magazine

Tuberville, K. (2016) Experiential Learning and Internships--A Higher Education Perspective. HR Professionals.

Tuberville, K. (2016, March). Academic Internships-A Higher Education Perspective, HR Professionals.

Travis, C. Tuberville, K. & Frazier, R. (2015). Build a Culture of Health To Build Effective Worksite Wellness Programs. HR Professionals.

Presentations - Conference (refereed *)

Tuberville, K, Shindell, R., & Barklay, C, 2023. Want sustainable and inclusive internship results? Start with Onboarding. Cooperative Internship Education Association, National Conference, San Diego, CA. Want Sustainable and Inclusive Internship Program Results?

Start With Onboarding! Want Sustainable and Inclusive Internship Program Results?

Start With Onboarding! Want Sustainable and Inclusive Internship Program Results?

Start With Onboarding!

Tuberville, K, & Bruno, M, Fall 2023, Building Organizational Trust For Women Leaders Through Pay Transparency, 2023 TN SHRM Conference, Chattanooga, Sept 2023

Tuberville, K. & Federman, B. (2022, April) Performance Management for Internship Programs □ Necessity or Strategy for Growth? CEIA National Conference.

Tuberville, K. Engel, C., & Nichols, J. (2018). Creative Collaboration in International Internships. CEIA National Conference, Charleston, SC.

Tuberville, K. & Nichols, J. Employer Relationship Development for Internship Success (2018) CEIA National Conference, Charleston, SC.

Tuberville, K. & Danehower, C. (March, 2017). Southwest Academy of Management Teaching and Learning Conference. "Using Experiential Learning Concepts in New Course Designs: Experiential Learning in Managing Employee Wellness and Managerial Leadership.

Tuberville, K.(2017) Cooperative Education and Internship Association National Conference.Preparing Students For Internships--Consider Ethics Education For Experiential Learning Assignments

Tuberville, K (2016) Cooperative Education and Internship Association National Conference Strategic and Sustainable Recruiting Employer-focused Engagement For Internship Success

Tuberville, K. (2016) Tennessee State Society of Human Resource Management September 2016 Early Entry Talent—Building An Innovative Pipeline For Strategic Staffing

Tuberville, K. & Danehower, C. Academy of Management Presenter, Experiential Learning in New Course Design (2015 Conference).

Engaged Employer Recruiting Through Professional Development National Cooperative Education and Internship Association, March 2015

Tuberville, K. Tennessee State SHRM (Society of Human Resource Management) Conference (September 2014). *Developing Entry Talent-Incorporating College Interns In Strategic Staffing Plans” Are They Ready?*

Presentations - Universities/Industry (refereed *)

Tuberville, K. Fall 2023, TSCPA, Keynote speaker, Developing Your executive Presence—Becoming The Professional You Want To Be

Tuberville, K.(2022, August 16). Developing the workforce of tomorrow. Keynote presenter, Tennessee Society of Certified Public Accountants 2022 Season Launch Meeting.

Tuberville, K. & Bruno, M. (2022, September 15). The Post Pandemic Workplace: Re-skilling the Workforce and Re-imagining Talent Management, Tennessee SHRM State Conference.

Building Your Personal Brand For The Accounting Profession (2017, Fall). Institute of Internal Auditors Employer Continuing Education and Student Conference Day. University of Memphis.

Other Presentations (refereed *)

Tuberville, K. & Shindell, R. (2022, April) The 3 M's of Effective Experiential Learning Programs—Metrics, Methods, and Mastery, CEIA National Conference. (Cooperative Education and Internship Association).

Tuberville, K. & Holliday, T. (2021). Get ready! Succession planning now starts with college relations recruiting! Grow your internship program into a strategic source of talent development. Tennessee State Human Resource Annual Conference, in-person and hybrid audiences.

Institute of Internal Auditor Student Day Presentation. Preparing for Your Career and Networking Like A Pro. Memphis chapter annual conference.

Tuberville, K. & Goodwin, A. (2021) Going, Going, Gone! A Robust Professional Development Program Goes Fully Virtual, CEIA National Conference (Cooperative Education and Internship Association).

Tuberville, K. (2021) Making It Stick--Academic Integration of Career Development for Accounting Students. Cooperative Education and Internship Association National Conference.

Tuberville, K. & Shindell, R. (2021). The US Advantage--Maximize Virtual Internships Today and Tomorrow, CEIA National Conference. (Cooperation Education and Internship Association)

Tuberville, K.(2021) Thought Leaders Symposium. Finding The Middle Ground--Creating Innovative Internship Opportunities For Students. National virtual symposium sponsored by Intern Bridge, presented to 40 colleges and universities.

- Holliday, T., Shindell, R., & Tuberville, K. (2020). "Starting Your Talent Development Program--Success Through College Relations Engagement", Tennessee Society of Human Resource Management (SHRM) 2020 Conference.
- Shindell, R. & Tuberville, K. (2020). Research vs. Reality—The implications of research and the evidence of results in innovative programming. Cooperative Education and Internship Association (CEIA) National Conference.
- Mackey, D. & Tuberville, K. (2021) "Using Data To Prepare A Student Case Competition for SHRM", Tennessee SHRM Conference Students and Young Professionals Day.
- Tuberville, K. (2019). Developing An Employer-Driven Internship Program, Cooperative Education and Internship Association (CEIA), national conference, Chicago, IL.
- Nichols, J. & Tuberville, K. (2019) "Out of the Mouths of Babes--Communication Skills Training For Today's Students", Cooperative Education & Internship Association (CEIA) National Conference, Chicago, IL.
- Institute for Internal Auditors (IIA) (2016-2020) Developing Your Personal Brand. Student Day Session Presenter, 2020 Virtual. Presented to partner universities through the IIA Professional Conference.
- Tuberville, K. Tennessee State SHRM Conference (September 2014). How To Structure A Successful Student SHRM Chapter: Tips For College Advisors.
- Tuberville, K. & Quinn, P. (March, 2014). Cooperative Education and Internship Association (CEIA). Professional Development Strategies For The Global Classroom.
- Tuberville, K. (March, 2014). Cooperative Education and Internship Association (CEIA). How To Develop An Effective Professional Development Program—10 Top Strategies.
- Tuberville, K. (March, 2014). Mayor Mark Luttrell's March On Wellness Management Conference. A Healthier Shelby County: The Strategic Next Steps. Keynote presenter for 600 Shelby County Managers.
- Tuberville, K. & Lawhead, J. (August, 2013) Intern Bridge Online Conference. Professional Development--The Bridge From The Classroom To The Board Room
- Tuberville, K. (April, 2013). Cooperative Education and Internship Association. Internship Partnerships: Connections To Careers, Community, & Capital.
- Tuberville, K. & Danehower, C. Society of Human Resource Management Memphis Professional Chapter Meeting Trends In Managing Employee Wellness—A Community Effort Changing Employee Health, Organization by Organization. Student Chapter members participated in the presentation and planning of the meeting as well.
- Tuberville, K. & Quinn, M. (2013). Teaching Academic Survival and Success Conference. Internships: A Partnership for Profit.
- Tuberville, K.; Lawhead, J. & Taylor, R. Society of Human Resource Management Memphis Professional Chapter. (April, 2012). Managing Millennial Talent—Developing Creative Strategies for Recruiting and Retention.
- Tuberville, K. (2012). Intern Bridge NYU Employer Forum. Best Practices In Developing Your Internship Program.
- Tuberville, K. & Crase, D. (October, 2011). National Society for Experiential Education Green Internships: A Fad or Contribution To Long-term Sustainability?
- Tuberville, K. (2014). Professional Development: A Perspective From Memphis. Presented to Coventry University College Exchange Student Tour Participants, U of M Study Abroad Program.
- Tuberville, K. (2014). UM Personal Branding Conference. Personal Branding: Polished and Professional.
- Tuberville, K. (2013). UM Personal Branding Conference. Etiquette Matters For Personal Branding.
- Tuberville, K. (2012, 2011). UM Exploring Internships Campus Conference. Developing Your Internship Program.
- Tuberville, K. & Lawhead, J.; Jones, D.; & Stock, J. (2014). Early Entry Talent Programs: Structure and Legal Considerations For Recruiting and Retention. (Presented in conjunction with Jackson Lewis, plc).
- Tuberville, K.; Lawhead, J.; & Taylor, R. (2013, 2012) UM Employer Outreach Program. Millennial Talent For The Workplace. Presented to local employers and community partners interested in millennial talent research and application to mentoring and

experiential learning/internship programs. Multiple presentations for community partner meetings.

Tuberville, K. (2012, 2011). UM Internship Experience Employer Outreach. Explore Internships—How To Develop Your Internship Program with UM Student Talent.

Tuberville, K. Tennessee State SHRM (Society of Human Resource Management) Conference (September 2014). Developing Entry Talent-Incorporating College Interns In Strategic Staffing Plans—Are They Ready?

Tuberville, K. Tennessee State SHRM Conference (September 2014). How To Structure A Successful Student SHRM Chapter: Tips For College Advisors.

Tuberville, K. & Quinn, P. (March, 2014). Cooperative Education and Internship Association (CEIA). Professional Development Strategies For The Global Classroom.

Tuberville, K. (March, 2014). Cooperative Education and Internship Association (CEIA). How To Develop An Effective Professional Development Program—10 Top Strategies.

Tuberville, K. (March, 2014). Mayor Mark Luttrell's March On Wellness Management Conference. A Healthier Shelby County: The Strategic Next Steps. Keynote presenter for 600 Shelby County Managers.

Tuberville, K. & Lawhead, J. (August, 2013) Intern Bridge Online Conference. Professional Development--The Bridge From The Classroom To The Board Room

Tuberville, K. (April, 2013). Cooperative Education and Internship Association. Internship Partnerships: Connections To Careers, Community, & Capital.

Tuberville, K. & Danehower, C. Society of Human Resource Management Memphis Professional Chapter Meeting Trends In Managing Employee Wellness—A Community Effort Changing Employee Health, Organization by Organization. Student Chapter members participated in the presentation and planning of the meeting as well.

Tuberville, K. & Quinn, M. (2013). Teaching Academic Survival and Success Conference. Internships: A Partnership for Profit.

Tuberville, K.; Lawhead, J. & Taylor, R. Society of Human Resource Management Memphis Professional Chapter. (April, 2012). Managing Millennial Talent—Developing Creative Strategies for Recruiting and Retention.

Tuberville, K. (2012). Intern Bridge NYU Employer Forum. Best Practices In Developing Your Internship Program.

Tuberville, K. & Crase, D. (October, 2011). National Society for Experiential Education Green Internships: A Fad or Contribution To Long-term Sustainability?

Tuberville, K. (2014). Professional Development—A Perspective From Memphis. Presented to Coventry University College Exchange Student Tour Participants, U of M Study Abroad Program.

Tuberville, K. (2013). UM Personal Branding Conference. Etiquette Matters For Personal Branding.

Tuberville, K. (2014). UM Personal Branding Conference. Personal Branding: Polished and Professional.

Tuberville, K. & Lawhead, J.; Jones, D.; & Stock, J. (2014). Early Entry Talent Programs: Structure and Legal Considerations For Recruiting and Retention. (Presented in conjunction with Jackson Lewis, plc).

Tuberville, K.; Lawhead, J.; & Taylor, R. (2013, 2012) UM Employer Outreach Program. Millennial Talent For The Workplace. Presented to local employers and community partners interested in millennial talent research and application to mentoring and experiential learning/internship programs. Multiple presentations for community partner meetings.

Tuberville, K. (2012, 2011). UM Exploring Internships Campus Conference. Developing Your Internship Program.

Tuberville, K. (2012, 2011). UM Internship Experience Employer Outreach. Explore Internships—How To Develop Your Internship Program with UM Student Talent.

SUPPORT

(External)

ACTIVITY	AGENCY/SOURCE	AMOUNT	PERIOD
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PDC Sponsorship Program	Multiple employers	\$64,500 annual income	Feb 2020-August 1
PDC Partnership Program	Memphis Employers	\$46,000	2018-current

OUTREACH

Project/s summary

PROJECT	PARTICIPANTS	PERIOD	SPONSORSHIP
Director, Fogelman Women in Leadership	All UM women students, professional track (community women participants)	January 2023-present	Fogelman College of Business and Economics
Director, Fogelman Experiential Learning	Employer community, BBA, MBA, MSIS	July 2021-Dec 2022	Fogelman College of Business and Economics
Avron B. Fogelman Professional Development Program Sponsorships	Memphis area employers	February 2020-August 1, 2021	
City Current--Community Development	Memphis regional employers	2013-present	
Fogelman Experiential Learning	Employers in the mid-south region	July 1, 2021-present	FCBE
Avron B. Fogelman Professional Development Center	Mid-south employers	2012-2021	
SHRM-Memphis Vice-President of Programs, 2021-present	Human Resource Professionals in Metro Memphis area	Continued service 2021-2022	SHRM-Memphis
Cooperative Education and Internship Association	National CEIA practitioners--TN Field Representative	2017-present	
Program and Signature Event Development for SHRM and HRCI Professional Development Credit	Mid-south HR Professionals	2017-present	
SHRM-Memphis--co VP Programs	Over 100 participants each month	2018-current	
SHRM Tennessee 2020 State Conference Program Lead	600 Expected	July 2019-current	
Professional Development Funding Support	Multiple	2017-present	

SERVICE

UNIVERSITY	COMMITTEE/ACTIVITY	PERIOD
University of Memphis	SHRM Student Chapter Faculty Advisor	2012-present
University of Memphis	Student Experience Project	March 2023-present
University of Memphis	Distinguished Faculty Teaching Award Committee	Fall 2023-present
University of Memphis	International Education Student Session Speaker	Fall 2023-present
Cooperative Education and Internship Association	Tennessee Representative--2018-present	
SHRM TN 2024 State Conference	State Conference Chair--for SHRM-Memphis Conference, TN SHRM Council	Oct 2022-present
Society of Human Resource Management--SHRM-Memphis	VP of Programming	2020-present
University of Memphis	Director, Fogelman Experiential Learning	August 2021-present
University of Memphis	Director, Avron B. Fogelman Professional Development Center	2012-present
University of Memphis	Society of Human Resources Management Faculty Advisor	Fall 2012-present
University of Memphis	International Internship Advisor--Prague and Dublin	2017-2019
University of Memphis	Department of Management Curriculum Committee	2016-current
University of Memphis	Career Readiness Task Force	2020-current
Society of Human Resource Management	C0-Vice-President of Chapter Programs	2017-2019
Society of Human Resource Management College Relations	Tennessee State Conference--Memphis 2020	2016-2017

DeNeuville Learning Center	Honorary Gala Chair	2018
DeNeuville Learning Center	Board of Directors	2019-Present
University of Memphis	Student Veterans in Business Faculty Advisor	2015-present
University of Memphis	Peer Power Success Coach Coordinator--Fogelman College	2014-present
University of Memphis	MILE Program--Advisory Board	Spring 2016-present
University of Memphis	Interim IBSO Advisor	2018-present
University of Memphis	Career Readiness Task Force	2019-present
University of Memphis	MGMT Department Curriculum Committee	Fall 2016-and ongoing
University of Memphis	Faculty Leader--Study Abroad Trip--Nantes, France, May-June 2015	
University of Memphis	UBER Committee--Exploring The Undergraduate Experience	November 2014-present, ongoing committee
University of Memphis	Fogelman Promise Day Committee--Co-chair	January 2012-present
Tennessee State Council College Relations Chair	Society of Human Resource Management	2014 - 2016
SHRM Memphis College Relations Chair	Society of Human Resource Management	2012 - 2014
	Lipscomb and Pitts Breakfast Club--Participant and Exhibitor	2012 - present
	Cooperative Education and Internship Association	2012 - present
University of Memphis	MILE Advisory Board	member since 2012; mentor for two years, 2012 and
University of Memphis	MILE Mentor	Fall 2012-Spring 2014
	Nexus Leadership Mentor	2014 - 2015
University of Memphis	Avron B. Fogelman Professional Development Center Toastmasters President	Dec 2014-present
University of Memphis	Resume Development Program	Fall 2012-Spring 2013
University of Memphis	Engaged Scholarship Faculty Committee	Fall 2011-present

CONSULTING

ORGANIZATION/COMPANY	PERIOD
Consulting for Local Public Accounting Firms in Recruiting and Retention	2020-present
Intern Bridge	Jan -Dec 2023
Out of the Box Talent and Leadership Solutions--customized leadership development programs	2017-present,
DeNeuville Learning Center HR Consultation	Fall 2020-present
City of Memphis Safety Supervisory Team--Talent Acquisition Strategies	January 2019-June 2019
Delta Academy Etiquette Seminar	February 2017
Kappa Delta Pi National Headquarters Etiquette Training	June 2016
Reynolds Bone & Griesbeck Staff Etiquette Training	November 2015
Kappa Delta Etiquette Consulting	June 2015
Lipscomb and Pitts Insurance Company April 9, 2015	April 9, 2015 Etiquette Workshop For Support Staff
International Paper Business Etiquette and Electronic Communications Workshop	March 20, 2015
Non-Profit Youth Etiquette Workshops - Girls Inc. and Oasis of Hope - Etiquette Matters! Program presented in conjunction with CREW and other womens groups for multiple Girls Inc. participants.	2013-14
CEO of consulting firm, Out of the Box Leadership Solutions. Customized training for small-mid-size companies with unique training and professional development needs related to leadership and HR solutions.	
Magna Bank—Managing The Millennials Orion Credit Union—Productive Customer Relations—Myth or Reality? How Can We Create A Culture of Innovative Customer Service?	2014
Kappa Delta Corporate Recruiters — Manners Matter As You Build Your Personal Brand	2014
Memphis Chapter Tennessee Society of International Managerial Accountants (IMA) —Etiquette for Today's Professional	November 2014
masterIT—Working In A Multi-generational Environment	November 2014

Intern Bridge—Regional consultant since 2012 for customized internship program development and presentations.	
Best Practices in Internship Program Management--Intern Bridge--NYU	August 2012

Appendix A

Academic Year (please indicate year)	Course #	Course Name	Credit Hours	Percent Taught	Enroll	Labratory Supervised(S)/Instructed(I)	New Preparation (Y)/(N)
2019-present	ACCT 3000	Career Development For Accounting	3	65%	60		Yes
2019-2021	MGMT 4810	International Management	3	100%	60		Y
2014-2021	MGMT 4461 M50	Managerial Leadership	3	100%	35		Yes
2014-2021	MGMT 4461 001	Managerial Leadership	3	100%	35		Yes
2013-2021	MGMT 3812	Managing Employee Wellness	3	100	35		Yes
Fall 2014-Summer 2020	MGMT 4710	Strategic Management (online)	3	100%	40		Yes
2016-17	MGMT 3110	Organization and Mangement	3	100%	80		Yes
Spring 2015	MGMT 4461	Managerial Leadership	3	100%	35		
2012-Summer 2014	MGMT 3510	Business Communications (online)	3	100%	35		
2012-present	MGMT 4461	Managerial Leadership (online)	3	100%	35		
Fall 2012-present	MGMT 3812	Managing Employee Wellness	3	100%	30		Ye
Fall 2013	MGMT 3215	Management of Human Resources	3	100%	80		
Fall 2012-Summer 2014	MGMT 3510	Business Communications	3	100%	35/s		
Fall 2012-present	MGMT 4911	Management Internship/Experiential Learning	3	100%	12		Yes
Falls 2012-present	BA 4911	International Business/Experiential Learning	3	100%	12		
Fall 2014-Spring 2015	UNIV 4000	University Community Internship	3	100%	2		

Appendix B

Career Development Mentoring Mentor students across all undergraduate business majors and graduate business programs to assist with developing career readiness for employment.
Student Veterans in Business Association Mentor veteran students and where possible align with veteran professionals in the workplace.

Appendix C

January 2023-Present, Director Fogelman Women in Leadership Programs
2021-2023 Director of FCBE Experiential Learning Programs
Cultural Intelligence Training--2021, The Center for Cultural Intelligence
PROGRAM DEVELOPMENT
Tuberville, K. (2013-2021). Dual appointment as Director of the Avron B. Fogelman Professional Development Center.
<i>The Complete Professional Program.</i> Curriculum and programming development for comprehensive professional development program for 2600 undergraduate business majors. Program development includes enhancing lecture series speakers in ethics and the 4 Cs (Creativity, Communication, Critical Thinking, and Emotional Control), general undergraduate professional development training modules for interviewing and general career readiness, discipline-specific training modules (Accounting, MIS, Finance, and Management majors), etiquette training—dining and office etiquette, communications training including Toastmasters, interview and resume workshops, health-based programming in physical, fiscal, and emotional health, and community service programming. Each semester since January 2013, over 2,000 students participate in the program as well as over 75 employer partners.
Initiated new branding and marketing campaign for program (2013) for overall program to enhance student engagement and participation.
Initiated developed with IT support for two new systems including database, attendance tracking, program progress, and metrics of professional development program (2013-present).
Researched and initiated comprehensive system for employer and student résumé review and internship posting system through CSO Research (2013-present).
Frequent presenter for faculty, staff, and student presentations regarding professional development.
Manage FCBE undergraduate internship program for all majors including employer education, student preparation, and metrics of placements and student preparation. (2013-2014).
PROFESSIONAL DEVELOPMENT
SHRM-SCP Certification (2020) Senior certification in Human Resource Management--national pass rate 60%
Certified by SHRM as Senior Professional in Human Resource Management (SPHR) since 1998. Recertified every three years with continuing education (60 hours required for recertification every three years).
Certified as Myers Briggs Facilitator—since 2005 through national certification.
Certified as Master Behavioral Interviewer—since 1995 through Behavioral Technologies.

Appendix E

Director of Avron B. Fogelman Professional Development Center This role has resulted in the development of a comprehensive career center for all business undergraduate and graduate students including the administration of a full career management system with internship and career opportunities, a non-credit professional development program including programs such as The Complete Professional Program, Accounting Careers of Tomorrow, Futures in Finance, Fogelman Women in Leadership, and Persuasive Presenters. The PDC has three full-time staff as well as student interns to achieve the mission of the college for student career readiness.
ACCT 3000 text design and interactive materials for students incorporated into text, Career Development for Accounting Majors. Text includes interactive web-based exercises, quizzes, and industry professional testimonies.

Developed a comprehensive personal website workshop and assignment for students in MGMT 4911, BA 4911, and BA 4811 internship courses.

Internship Faculty Coordinator for all academic internships in Management and International Business. Liaison with external community partners, 2012-present.

Provided FCBE internship instructors with comprehensive D2L course shell complete with references, resources, and student learning materials.

Internship Portfolio developed and distributed to other MGMT faculty for internship supervision.

Developed a Management Adjunct Handbook for all MGMT adjuncts, Summer 2014 to increase adjunct teaching effectiveness. Distributed to all current MGMT adjuncts for guidance and support in teaching MGMT courses.

Committee lead member for Career Corner résumé preparation for FCBE students. Updated and enhanced regularly since 2013.

OTHER TEACHING MATERIAL

Managing Employee Wellness Course Design (2012). New course designed based on community research in obesity, healthcare metrics, and governmental changes resulting from legislation including the Affordable Care Act (ACA), Genetic Information Nondiscrimination Act (GINA), and Americans with Disabilities Act Amendment (ADAA). Course includes both a national, state, and local perspective on how to manage employee wellness programs as well as an emphasis on individual health changes for students. Experiential learning project of developing and presenting a Health Fair for FCBE students incorporated as major course project, judged by outside professionals as team competition project.

Managerial Leadership Online Course Enhancement (2013). Enhanced previous online course to include customized author video contributions to increase student engagement and retention of material and revised content to include more writing and online presentations.

MGMT 4911/BA 4911 (2013). Enhanced existing internship departmental requirements and student outcomes to include career development module, electronic portfolios of student experiential learning and project results, and professional development.