

SUMMARY

Dr. Brown's background consists of a combination of unique and diverse experiences in the areas of Academia, Corporate and Social Entrepreneurial ship, Sustainability and Consulting. She considers herself a servant of people, no matter the role in which she is engaged. At the forefront of her focus is the contribution of service to others: the quality of services offered, and the support provided for the betterment of others. Dr. Brown has held executive and senior management roles at various organizations across the various sectors of utilities; government; healthcare; technology and education.

Dr. Brown has both supported and currently supports various Social Justice Advocacy Boards; providing strategic and financial direction; community engagement; program/project management; education and governance. Through her Social Advocacy, Community Outreach, Education and Healing Work; Dr. Brown serves as both a guest speaker and workshop facilitator. Currently she is in the process of preparing for the publication of her Ascension work and poetry. In addition, Dr Brown is working to finalize several articles for submission to the Journal of Sustainability for publication in 2023

Dr. Brown holds both a Doctor of Education in Educational Innovation and Leadership, and a Master of Business Administration from Wilmington University. Her Doctoral work was specifically in the areas of Job Satisfaction and Work Motivation as it relates to Technology Professionals and cultural and demographic attributes. She also holds a Bachelor of Science in Accounting with a Minor in Computer Information Systems from Goldey Beacom College. Dr. Brown is currently pursuing a Doctor of Philosophy in Sustainability Education from Prescott College with a focus in Eco spirituality and Sustainability.

EDUCATION:

Pursuing PhD. In Sustainability Education at Prescott College

Awarded Changemakers Scholarship— GPA- 4.0, Expected Graduation Spring 2024

Ed.D. Wilmington University Dissertation – *An Exploratory Study of Job Satisfaction and Work Motivation of a Select Group of Information Technology Professionals in the Delaware Valley, GPA- 3.93*

MBA, Wilmington University

Sigma Beta Delta – Inductee: Scholastic Honor Society for Business Majors, GPA-3.95

BS, (Major Accounting, Minor Computer Information Systems), Goldey Beacom College

Distinguished Alumni Gallery – Inductee

Presidents Service Award (Inaugural) 2021

ACADEMIC AND TEACHING EXPERIENCE

GOLDEY BEACOM COLLEGE

Doctorate In Business Administration Program

- DBA Faculty, Doctorate in Business Administration Program (2020- Present)
 - Contemporary Supply Chain Management
 - Data and Business Analytics
 - Strategic Leadership
 - Corporate Social Responsibility
 - Entrepreneurship and Intrapreneurship
- Dissertation Committee – Presently oversee eleven students (2020 – Present)
 - Serve as Chair of Committee –Five Students
 - Serve as Vice Chair of Committee – Six Students
- Steering Committee (2020-Present)
 - Served on governance committee for the program.
 - Served on the Student Comprehensives Committee

Masters in Business Administration Program

- Adjunct Professor, Masters In Business Administration Program (2020-Present)
 - Quantitative Research
 - Data Analytics
 - Contemporary Management Theory
 - Supply Chain Management and Sustainability

Bachelors in Business Administrative Program

- Adjunct Professor, Bachelor in Business Administration and Mathematics (2005- Present)
 - Software Applications
 - Finance
 - Accounting
 - Business Ethics
 - College Algebra
 - College Calculus
 - Leadership and Organizational Behavior

Program and Curriculum Development

- Contributed to Interdisciplinary Studies Curriculum, through the development of Community Based Programs, Experiential Learning and Volunteerism (2020-Present)
- Designed and developed Supply Chain Management Concentration for Masters In Business Administration Program (2022)
- Designing and Developing Masters In Science in Supply Chain Management and Sustainability, STEM program (2022-Present)
- Designed and Developed Supply Chain Management Course of Study and Curriculum in Doctorate In Business Administration Program (2020)
- Re designed Data Analytics Course of Study in Doctorate In Business Administration Program (2022)

Curriculum Vitae and Professional Summary

- Designed and Developed Supply Chain Management Masters Certificate (2022)

WILMINGTON UNIVERSITY

Doctorate in Education Program – 2002

invited Professor

Master In Business Administration Program

Adjunct Instructor (1996-2002)

- Managerial Accounting
- Financial Management
- Organizational Development
- Economics.
- Quantitative Analysis

Bachelors In Business Administration Program

Adjunct Instructor, (1996-2002)

- Business Ethics
- Business Communications
- Finance
- Accounting
- Leadership and Organizational Behavior

PRESCOTT COLLEGE

Masters in Science in Food Systems and Sustainability

Adjunct Professor (2023- Present)

- Social Value Chains in Sustainable Food Systems
- Impact Measurement and Project Design

GUEST SPEAKER/FACILITATOR

- Program Facilitator and Panel Orator- *Delaware Ag Week (University of Delaware Cooperative Extension – 2022, 2023*
- Motivation Guest Speaker Humans and Earth Podcast– 2020
<https://humansandearth.com/podcast/>
- Guest Educator Speaker Healthy Food For Healthy Kids – (5th, 6th, 7th, 8th Grade Classes), 2022
<https://healthyfoodsforhealthykids.org/>

Curriculum Vitae and Professional Summary

- Food Safety Educator/Consultant, Chesapeake Produce Safety Project, Cornell University (2023-Present)
<https://caic.org/food-safety-our-services/>
- Program Facilitator and Panel Orator- *Delaware Ag Week (University of Delaware Cooperative Extension – 2022, 2023*
- Interdisciplinary Education Partner with Delaware Conservation District – 2023
 - New Ground Growers Program
 - Composting and Soils Management Program
- Master Naturalist Program Training – University of Delaware Extension - 2023

TEACHING STATEMENT

My Personal Vision for Teaching

As an educator teaching within higher education, I feel that the primary tenants of vulnerability and openness; connection, authenticity; cultural awareness, inclusivity and self-reflection are quite necessary to be effective within our present and future education systems. As Brown (2017) discusses relative to her *Emergent Strategies* work; I believe we must allow a level of vulnerability in our way of being as educators. Vulnerability being synonymous with openness.

I feel this allows for aspects of connection to take place between myself as the instructor and the student. In that, a level of clear authenticity is made available during the education process which presents an opportunity for the student to feel safe; understood and open. In turn the fostering of an environment which is reflective of the recognition of individualism; cultural inclusivity, creativity, exploration, meeting the students' needs based on where they are in their journey; can level out the effects of a very colonized system. Ultimately

this provides a more formidable landscape for shaping and facilitating creative engagement within the education process.

The opportunity to recognize possibility and opportunity are not only fostered by the instructor, but the student as well. As Brown (2017) further mentions we are socialized to see what is wrong or missing and to a degree; our entire future may depend on learning to listen, listen without assumptions". As an educator, it is especially important to explore continuously through this lens. Education is a reciprocating process.

Brown (2017) indicates that when we radically imagine, we can explore through a more honest lens and thus pay more attention to the cultural dimensions ensuring we are engaging in a level of tangible awareness, connection, and engagement with the student.

Strategies

If we would like a certain level of consciousness and thinking to eventually translate into how we look at the world and the interconnection of decisions we make, it is imperative for us to engage these tenants into our educational process. As an educator it is my responsibility to be culturally sensitive and have a level of knowledge relative to the students in which I am engaging. These complexities I feel can be addressed through several modes of instruction involving (a) *interactive engagement and observation*, (b) *experiential and community-based activities factoring in place*, (c) *culturally based activities to facilitate cross integration of ways of learning*, and (d) *activities based on connection and interrelationship*.

As cited in the interview with Dr. Geneva Gay and Dr. Valerie Kinloch's discussion of multicultural education and the movement from theory to actual practice in the classroom;

these modes of learning centered around engagement, action, observation, and cultural sensitivity: can be of great benefit to the overall learning process. As Dr. Valerie Kinloch mentions for populations which are more marginalized; especially students of color; the opportunity exists to teach them in ways which are more in alignment with their culture, rather than aligning them with middleclass counterparts who are taught through their own cultural filters. Paris and Alim (2014) allude to this in their discussion as being critical factors to observe in determining the success of the student. As the educator, the importance of understanding the profound impact that these elements play in the education process; the considerations which need to be made; as well as the active participation which takes place; becomes critical. In addition; as an educator as it relates to race; ethnicity culture and linguistics; I feel it becomes increasingly more important for I as the educator to not build assumptions relative to our students; as mentioned in the video, *“What I Wish my Professor Knew”*; but to instead engage students on different levels through cross cultural sharing; shared experiences; group dynamics; sensitive observation and feedback.

Justification for these Strategies

In an existing reality burdened by embedded colonization of all our existing ecosystems, as well as thinking; coupled with the ever-changing shifts in our demographic composition; as an educator it is imperative that cultural sensitivity and awareness becomes key factors in our ability to move towards a more diversified and culturally aware education process. The authors Paris and Alim (2014) suggest in their use of the term culturally sustaining pedagogy; that we address and conceptualize the aspects of heritage practices; community practices and those practices which are not recognized elements which should be recognized in

teaching. As an educator it is imperative for us to factor these elements into the education process so that not only the student can be seen, heard, recognized, and understood; but I as an educator held accountable for moving through this process in a culturally sensitive and recognized way. When it comes to race, ethnicity, linguistic and cultural practice; Paris and Alim (2014) and Dr. Valerie Kinloch suggest the framework in which students learn through becomes extremely relevant. I as an educator need to be positioned to identify, work with and be culturally sensitive to the ideas that one framework will not work for everyone.

As stated in the beginning; vulnerability and openness; connection, authenticity; cultural awareness, inclusivity and self-reflection are necessary in the education process to afford each student the opportunity to flourish; while considering, honoring, and acknowledging all the rich dimensions of what and who each student represents relative to their cultural heritage and lineage. Gloria Ladson Billings said it best through her talk on successful teachers of African Americans. We as teachers need to have an extremely specific focus on (a) student learning; not just academic achievement but a full range of learning, (b) cultural competence; full embracement of their own culture while gaining the necessary fluency in at least one other culture, and (c) the so what factor or critical consciousness which allows for a multidimensional framing. DiAngelo, Sensory (2017) discusses the concept of culture and socialization. Socialization referring to the systematic training into our norms of culture, essence and meaning. The authors further discuss that we as teachers are challenged with societal norms. Uniqueness then becomes inappropriate and consequently can allow culture to be nonexistent in that defined norm.

Curriculum Vitae and Professional Summary

In summary, I believe, the aspects of being more connected to the various dimensions of a student as well as their individual uniqueness; lends itself to much more capability of transfer of knowledge and reciprocating understanding between the student and teacher in the education process. This demand centers around being culturally responsive.

References:

Brown A. (2017), Emergent Strategy; Shaping Change, Changing Worlds, A.K. Press

Dr. Geneva Gay and Dr. Valerie Kinloch Interview,

<https://youtu.be/MsyMbSiphTo>

DiAngelo, Sensory (2017)

<https://prescott.instructure.com/courses/1794/files/187640/preview>

Gloria Ladson Billings – Successful Teachers of African American Children

<https://youtu.be/hmAZjNRmall>

Paris, D. (2021), Culturally Sustaining Pedagogies and our Futures

<https://www.tandfonline.com/doi/full/10.1080/00131725.2021.1957634>

Paris, Alim, (2014), What are We Seeking to Sustain through Culturally Sustaining Pedagogy?

What I wish my Professor Knew.

<https://youtu.be/8pmJNuxyvpA>

PROFESSIONAL EXPERIENCE

SUMMARY OF QUALIFICATIONS

Sourcing and Supplier Management	Strategic Planning	Process Re-Engineering
Supplier Diversity Management	Bid Solicitation Process	Budget Management
Service Delivery and Deployment	Change Management	Project Management
Governance and Policy	Client Management	Program Management
Training/Curriculum Development	Presentation/Facilitation	Six Sigma Methodology
Contract Administration/Negotiation	Financial Reporting	SDLC
Administrative Liaison	Agile Knowledge/Experience	PMP Training (Exam In Process)
Higher Education	Community Engagement	Holistic Practice

CERTIFICATIONS/AWARDS:

- Six Sigma Certification (Greenbelt) – Bank of America/MBNA,
- Supplier Management Certification: Through MBNA/Bank of America Program
- Supply Chain Management Certification: Through MBNA/Bank of America
- PMP Training Completed 12/2020, Master of Project Academy
- Distinguished Alumni Gallery – Goldey Beacom College
- Presidents Service Award – Goldey Beacom College
- Sigma Beta Delta Inductee: Scholastic Honor Society for Business Majors
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SYSTEM EXPERIENCE

- Microsoft Office: Word, Excel, PowerPoint, Microsoft Project, Visio
- Procurement Systems - Emptoris, Ariba e-sourcing, E-trax, SAP, Beeline, Novatus, Oracle Fusion
- Financial Systems- Hyperion, Oracle
- HealthCare Management – Cerner, Next Gen Data Exchange,
- Collaboration Tools – Skype, Zoom, Blue-jeans, Teams, Slack, Box, Share-point, Monday.com
- HealthCare Systems – Cerner, Next Gen Data Exchange, Matrix Care, Meal tracker, EMAR, QS1, AIMS, MDS, Care-tracker, Tele Nutrition, Monet, EVR (Medicaid System), E-Premise, Geri tracker, Geri Menu Trust Accounting Systems, CMS Promise
- Learning Management Tools – Campus Web (LMS), Blackboard (LMS)
One Note, Knovio, Turnitin, Adobe Digital Editions, Qualtrics XM, Canvas

PROFESSIONAL WORK HISTORY

- **Founder, (Consultant) Source2Source Management Consulting Services, 2020-Present**
Experienced Professional Consultant providing Advisory, Leadership, Strategic Implementation

and Governance Services for individuals, clients and organizations in the areas of Technology, Education, Supply Chain Management and Sustainable Socially Responsible Service Offerings.

- **Principal, (Consultant) SCB Management Consulting Solutions, 2020- June 2021**

www.scbmngmt.com *Minority Owned, Women Owned Business*

(Professional Work History Continued)

As Senior Consultant and Project Manager for a new startup Health Technology Company, responsible for the oversight and monitoring of the data exchange program, and a bi-directional direct EHR interface for sharing records from the Health Center Interface. As a liaison, worked directly with the Chief Technology Officer (CTO) of the company, key members of the executive management team (i.e., Vice President of Operations and Chief Medical Director), and other key stakeholders to ensure an effective and accurate data exchange program. Management and oversight of all vendor related contracts.

o **SCB Clients:**

- Pennsylvania Veterans Home Association/Berry Dunn- Baseline Assessment, RFP Development (People, Process and Technology), Strategic Planning
- Advanced Metrics - Baseline Assessment, Strategic Planning, PMO Development
- BWI/Unison – Financial and Data Analytics, Executive Management Oversight and Strategic Planning
- WSSC Water Company – Data Analytics, Baseline Assessment, RFP Development for Actuary Study
- Massachusetts City Planning/Berry Dunn - Facility and Site Planning/Assessments and Strategic and ERP Implementations
- GEP - Baseline Assessment, RFP/RFP Development, Strategic Sourcing and Vendor Management Initiatives, Project Management
- Senior Project Manager (Consultant), Kaleido Health Solutions, 2019-2020

Project/Program Management, Vendor and Contract Management, Process Re-engineering, Training, EHR Systems Management and Upgrades

- Senior Project Manager (Consultant), Delaware Department of Health and Safety Services, 2018, EMR Business Requirements, Integration and Implementation (Cerner EMR), Training and Process Re-engineering

Curriculum Vitae and Professional Summary

Served as the Senior Project Manager with management oversight for the business and technical teams, as well as various support partners through the full SDLC process from initiation through implementation. Specific aspects of oversight and accomplishment involved: creation, governance, and delivery of all documentation and workflows associated with the project inclusive of education and training and development; onboarding; business partner engagement and vendor and contract administration.

- Senior Sourcing and Lead Contracts Project Manager (Consultant), Amtrak, 2016-2018,
Assessments, Strategic Planning, Systems Integration and Implementations (Proprietary Systems)

Responsible for sourcing and project management oversight supporting functional areas across the organization (e.g., Engineering, Legal, HR and Travel, Finance, Technology). Specific initiatives completed in numerous areas of environmental Engineering services; Human Resources, including Employee Group Benefits, Onsite Clinical Testing and Physical Agility and Financial and Legal Services: Insurance and Tax Asset Evaluation as well as Operations Management Services.

- Senior Project Manager, Ocwen Financial Services, (Consultant) 2015-2016, ERP ***Business Requirements integration and Implementation***

As both the Senior Project Manager and Strategic Sourcing Manager, served as project lead and advisor for the Oracle Fusion implementation involving financial and supply chain suite of products. Led optimization projects relative to technology systems migrations (i.e., CRM) and integration of Salesforce platforms. Provided technology project management and oversight for medium to largescale projects ranging between \$500k to \$20 million annually.

- Founder and Social Responsibility Entrepreneur, InnerSource Wellness Center, 2014 - Present, ***Holistic Healing and Wellness, Urban Farming and Permaculture, Herbalism, Beekeeping, Community Advocacy and Social Justice***

Owner of Community Holistic Wellness Center and Urban Community Permaculture Farm. Provider of community-based service offerings to the surrounding community to support mind, body and spiritual growth and a healthy and sustainable contribution, expressing the constructs of *Earth-Care, People-Care and Fair Share*. Offering workshops, classes, events as well as healing therapies.

www.innersourcewellnesscenter.com

- Director of Strategic Sourcing, Cigna Healthcare, 2009-2014, ***Project/Program Management--Marketing Salesforce Implementation, HR/Payroll—Peoplesoft / Hyperion, Learning***

Development System (LDS), Vendor Management, Training, Process Re-engineering, Contract Management and Negotiation

Led cross functional teams, supporting several business areas in the indirect spend categories of including Human Resources, Finance, Legal Services, Risk Management, Corporate Real Estate, Marketing, Peripheral Technology functions across strategic sourcing, outsourcing, and supplier management. Managed total spends of approximately \$600M and delivered average savings of 9% for large-scale optimization projects.

- Senior Principal Consultant, State of Delaware Department of Information Technology (InnerSource Consulting Group), 2008-2010, ***Proprietary Workforce Database and Dashboard Development (SAAS), Strategic Planning, Process Re-engineering, Organizational Development, Training, Benchmark Assessments, Supply Optimization and Resource Allocation Redesign***

Led implementation of proprietary Workforce Database and Dashboard Development (SAAS), functioned as primary advisor and consultant to the CTO in the development of end-to-end processes, restructuring of tools and workflows to improve the existing supply chain within the Technology Department. Implemented and delivered supplier diversity strategies identifying opportunities to increase diversity spend. Re-engineered procurement processes and tools, performed contract audits, implemented a category management program, instituted a supplier performance metrics program, inclusive of database and dashboard to house, analyze and report information. Provided recommendations for a phased approach in the implementation a Resource Management Tool and E-Sourcing Tools as well as methodologies. Performed Audits of Departmental Contracts.

- Vice President, Strategic Sourcing and Technical Operations, BANK OF AMERICA (MBNA) 1993- 2008 ***E-Sourcing Tools Implementation (i.e., Ariba Suite, Beeline, E-Procure), Optimization and Workforce Management, Organizational Restructuring, Oracle Financial Suite, Hyperion, CRM, and ERP Implementations (Proprietary), Training***

Directed systems implementations: transition merger activities: process re-engineering initiatives and project implementation efforts and training relative to supply chain and vendor management, risk management, technology operations; financial services and risk management. Managed the strategic initiative and build out of the Supply Chain function and department within the Technology organization inclusive of People, Process Re-engineering, Systems and Training. Held Management oversight for multi-phased CRM implementations.

Curriculum Vitae and Professional Summary

- Other:
 - Meridian Bancorp - Assistant Vice President
 - Primerica Bank – Senior Financial Manager
 - Reichhold Chemical Company- Senior Financial Analyst
 - PNC National Bank – Senior Investment Analyst
 - E.F. Hutton Trust Company – Senior Investment Analyst
 - Hercules - Senior Cost Accountant

COMMUNITY SERVICE/SOCIAL ADVOCACY

- **Founder, Inner-Source Wellness Center and Urban Regenerative Sustainability** -2014 – Present
www.innersourcewellnesscenter.com
 - Certified Permaculture Design and Education Services
 - Healing Offerings
 - Community Advocacy, Outreach and Social Justice
- **Co-chair Steering Committee and Governance, Delaware Urban Farm and Food Coalition** - 2016-Present
<https://www.deuffc.org/>
 - Policy Subcommittee – 2021-2022
 - Governance Subcommittee – 2021 – Present
 - Education and Community Outreach – 2021 – Present
- **Advisory Board Member, Urban Acres Produces** 2019 – Present
<https://centralbaptistcdc.org/urban-acres/>
- **Food Safety and Distribution Certified, University of Delaware Agriculture Food Safety and Growers Training** - 2020-Present
- **Community Engagement Partner/Volunteer Crew** – Hermitage Natural Area, Historic New Castle – 2022 Present
- **Community Engagement Partner, The Challenge Program** – 2014 – Present
<http://www.challengeprogram.org/>
- **Beekeeper, Delaware Beekeepers Association** - 2020 – Present
<https://www.delawarebeekeepers.com/>
- **Habitat Stewart** - National Wildlife Federation/Delaware – 2012 – Present
<http://nwf.org/Our-Work/Habitats>
- **Master Naturalist Program Training** – University of Delaware - 2023
- **Certified Permaculture Designer/Teacher and Consultant** – 2014- Present
 - Develop and Offer Permaculture Design Certification Program as well as other various classes and workshops.

Curriculum Vitae and Professional Summary

- **Member** - American Massage Therapy Association (AMTA), 2014-Present
- **Member** - The International Center for Reiki Training (Licensed Reiki Master Teacher), 2014 – Present
- **Herbalist and Wildcrafter** – The School of Evolutionary Herbalism (On going) <https://www.evolutionaryherbalism.com/>
- **Spiritual Practitioners Training** – Emerson Theological Institute and Awakened Heart Spiritual Center- Completed 2012
- **Cohost** – State of Consciousness Pod Cast - www.innersourcewellnesscenter.com (2023- Present)
- **Delaware Center for Horticulture** – 1993-2016
 - Annual Judge to support the Community Gardens Program
 - Community Gardens Volunteer and Educator
 - Supported Board in developing Strategic Planning Assessment – Quantitative/Qualitative
- **Delaware Nature Society** – 1993-2010
 - Community Volunteer – 1993-2010
- **Founder, Eco-Scape Landscaping Services** –Environmentally Friendly Design, 1993-2016