

Amber Kea-Edwards

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College of Business

University of Alabama in Huntsville, Huntsville, AL 35899

EDUCATION

Claremont Graduate University, Claremont, CA November 2022

- Ph.D. Organizational Behavior
- Dissertation: *Measuring Purposeful Engagement in Leader Self-Development: A Scale Validation and Pathway to Leader Adaptability*
- Committee: Profs. Rebecca Reichard (Chair), Michelle Bligh, Cindi Gilliland, and Stefanie Johnson.

Claremont Graduate University, Claremont, CA May 2017

- M.A. Organizational Behavior
- Thesis: *Motivation and Leader Self-Development in the Workplace: Moderating Role of Work Environment Characteristics.*
- Committee: Profs. Rebecca Reichard (Chair), Jeffery Yip

Winston-Salem State University, Winston-Salem, NC May 2014

- B.A. Psychology
- Honors: *summa cum laude*

PUBLICATIONS

Kea-Edwards, A. (in progress). From Beauty to Beast: Exploring the Psychological Implication of Prolonged Degradation on DEI Professionals. *Journal of Occupational and Organizational Psychology*.

Kea-Edwards, A., & Parker, K., Reichard, R. J. (in progress). Is the Glass the Limit? A Review Paper on Black Women's Access, Quantity, and Quality of Leader Development Practices. *Applied Psychology Special Issues*.

Kea-Edwards, A., & Diaz, J.B.B. Reichard, R. J. (2023). Development or discrimination: Black women leaders' experience with multisource feedback. *Consulting Psychology Journal: Practice and Research*.

Diaz, J.B.B., Shults, S., Reichard, R. J., Pitichat, T., **Kea-Edwards, A.** (2022). Pursuing Your Leader Development: Lessons from 101 Executives. *Organizational Dynamics*.

Kea-Edwards, A., & Reichard, R. J. (2022). Transforming racial microaggression into leader identity development through self-narratives. The Future of Scholarship on Race in Organizations.

Pitichat, T., Reichard, R. J., **Kea-Edwards, A.**, Middleton, E., & Norman, S. M. (2018). Psychological capital for leader development. *Journal of Leadership and Organizational Studies*. 25(1), 47-62.

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TEACHING EXPERIENCE

Clinical Assistant Professor of Management

2021 - Present

University of Alabama in Huntsville

- Courses Taught
 - Leadership Theory and Practice (Fall 2021 - Present)
 - Total Sections: 7
 - Modalities: Asychonounous
 - Average SEI Score: 4.5/5
 - Organizational Behavior (Fall 2021 - Present)
 - Total Sections: 7
 - Modalities: Asychonounous
 - Average SEI Score: 4.7/5
 - Career Development (Fall 2021 - Present)
 - Total Sections: 14
 - Modalities: In-person/ Asychonounous
 - Average SEI Score: 4.6/5
- Teaching Methods:
 - Flipped Classroom Techniques:
 - Implemented flipped classroom methodologies to foster a more interactive and engaging learning environment, allowing students to absorb lecture content at their own pace and utilize class time for collaborative, hands-on activities and deeper exploration of course material.
 - Active Learning Strategies:
 - Integrated cutting-edge active learning strategies, such as problem-based learning and case study analyses, to enhance critical thinking and problem-solving skills. These methods promoted active student participation and facilitated the application of theoretical concepts to real-world scenarios.
 - Technology-Enhanced Learning
 - Leveraged modern educational technologies to create a dynamic and flexible learning experience. This included editing instructional videos to incorporate text, images, and sounds to increase engagement and embedding quizzes throughout the videos to reinforce learning and assess comprehension. Utilized these techniques to cater to diverse learning styles and improve accessibility and engagement.
 - Experiential Learning Opportunities
 - Designed and executed experiential learning activities, such as simulations, role-playing exercises, and industry projects, to bridge the gap between academic knowledge and practical application. These activities provided students with valuable hands-on experience and fostered professional growth.
 - Collaborative Learning Environments
 - Cultivated collaborative learning environments through the use of group projects, peer reviews, and team-based assignments. This approach encouraged teamwork, communication, and the development of interpersonal skills essential for professional success.

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WORKSHOPS

Trauma-informed Leadership: Integrating Compassion in Management

- Date: July 2024
- Audience: UAH Young Women in Business Camp Attendees
- Description: An interactive workshop on understanding the role of ethics and inclusion as a next-generation leader.

Healing Racial Trauma in the Workplace

- Date: April 2024
- Audience: Industry Professionals
- Description: A comprehensive 3-hour workshop addressing the impacts of racial trauma in the workplace, providing strategies for healing and creating inclusive environments.

Recovering from Workplace Trauma as DEI Practitioners

- Date: March 2024
- Audience Industry Professionals
- Description: A reflexive interactive workshop to provide DEI professionals with healthy and positive psychological tools during negative discourse and ambiguous change.

CONFERENCE PRESENTATIONS

Kea-Edwards, A. (2022, May 22). *Exploring Experiences of Micro Inclusion as a Positive Deviant DEI Behavior*. Western Psychological Association, Portland, Oregon.

Kea-Edwards, A. (2021, May 01). *Moving Beyond DEI: Exploring Racial Equity & Leadership Advancement in the Workplace*, Realizing Equity: A Transdisciplinary Approach to Justice & Transformative Research Symposium, Claremont Graduate University, Claremont, CA.

Kea-Edwards, A. (2020, November 20). *Development or Discrimination: An Intersectional Lens on Multi-Source Feedback*. Three Minute Thesis, Claremont Graduate University, Claremont, CA.

Kea-Edwards, A. (2020, August 10). *Through My Eyes: African American Women Leaders' View on the Multi-Source Feedback Assessment*. Paper presented at Academy of Management, Vancouver, Canada.

Kea-Edwards, A. (2020, March 18-21). *Developing Leader Identity in Diverse Populations*. Paper accepted at Western Academy of Management (Canceled), Waikoloa, HI

Kea-Edwards, A. (2020, January 23). *Transforming Racial Microaggressions into Positive Identity Growth through the Use of Positive Racial Identity*. Paper presented at Western Positive Psychology Association, Claremont, CA.

Kea-Edwards, A. (2019, August 4). *An Approach to Continuous Leader Self-Development: Testing Individual and Organizational Factors*. Paper presentation at Academy of Management, Boston, MA.

Kea-Edwards, A. (2018, October 21). *Social Identity and Leader Development: A phenomenological analysis of Black women in leadership and the 360-degree feedback tool*. Paper presented at Creating Healthy Organizations Conference, Costa Mesa, CA.

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Kea-Edwards, A. (2016, August 1). *Black Leader Development: Is there a difference?* Round table discussion at the Association of Black Psychologists Annual Conference, Washington, DC.

Kea-Edwards, A. (2013, July 20). *Effects of Movement Expression on the Recall of Young African American Children*. Winston-Salem University Fellowship Day. Winston- Salem, NC.

Kea-Edwards, A. (2013, April 13). Factors that Influence Young African Americans' Willingness to Donate. Winston-Salem State University Scholarship Day, Winston-Salem, NC

FELLOWSHIPS AND AWARDS

- McDaniel Fellowship, College of Business, University of Alabama, 2024
- 40 under 40 for Contribution in Education, Winston-Salem State University, 2023
- 2nd Place, Big Pitch Competition, Claremont Graduate University, 2020
- Audience Choice winner, Big Pitch Competition, Claremont Graduate University, 2020
- Dean's Travel Award, Claremont Graduate University, 2020
- Dean's Merit Fellowship, Claremont Graduate University, 2017
- Minority Achievement Scholar Fellowship, Claremont Graduate University, 2017
- Jenness Hannigan Research Fellowship, Claremont Graduate University, 2016
- Coca-Cola Fellowship, Claremont Graduate University, 2016
- International Leadership Association (ILA) Best Article Submission Award, 2016
- Psychology Student of the Year, Winston-Salem State University, 2014
- Summer Research Fellowship, Winston-Salem State University, 2013
- 3rd Place, Business Competition, Winston-Salem State University, 2013

LEADERSHIP AND PROFESSIONAL EXPERIENCE

Leadership Development Consultant July 2020 – May 2021
LeAD Labs, Claremont Graduate University

- Designed and facilitated evidence-based workshops for leaders of color on integrating their racial and leader identities. Ninety percent of participants reported an increase in their leader identity.

Marketing Manager May 2020 – August 2021
LeAD Labs, Claremont Graduate University

- Developed and executed a strategy for disseminating research findings to practitioners. Launched a social media presence and oversaw regular dissemination of content.

Director of Mentorship Programming Fall 2017
Office of Black Student Affairs, Claremont Colleges Consortium

- Oversaw design and execution of programming for Black students across the seven colleges, including workshops and social events.
- Developed monthly mentorship newsletters for distribution to over 90 mentors and their

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mentees, underlining relevant activities, events, and opportunities aligned with the goals of the mentorship program

PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

- Academy of Management Conference Doctoral Student Consortium, 2020
- Society for Industrial and Organizational Psychology Reviewer Certification, 2020
- California Polytechnic State University, Faculty Center for Professional Development Lecturer Certification, 2020
- Claremont Evaluation Center Professional Development Series, Qualitative Analysis, 2017 and Survey Research Methods, 2017
- LeAD Labs Leadership Coaching Certification, 2017