

Fathia Hardy

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PROFESSIONAL SUMMARY

Innovative and results-driven higher education leader with extensive experience in program development, strategic outreach, and organizational leadership. Proven expertise in creating and delivering impactful professional development and leadership training programs across diverse industries. Skilled in curriculum design, event management, stakeholder engagement, and team leadership. Adept at driving operational efficiency, managing budgets, and aligning initiatives with institutional priorities. Strong communicator with a passion for mentoring, civic engagement, and lifelong learning.

CORE COMPETENCIES

Strategic Leadership	Program Development	Stakeholder Engagement	Project Management
Marketing & Outreach Strategy	Event & Conference Planning	Team Development & Supervision	Budget & Financial Oversight
Curriculum Design	Public Speaking & Presentation	Technical Systems Implementation	Cross-Functional Collaboration

EDUCATION

- EdD, Higher Education Administration (*In Progress*), The University of Alabama (UA)
- MBA, Management, The University of Alabama in Huntsville (UAH)
- BA, Communications | Public Relations Certificate, University of Cincinnati (UC)

TEACHING EXPERIENCE

- Subject-Matter Expert (SME) | UAH | 2016-present
 - **Courses Taught:** Building Productive Teams, Fostering Collaboration through Team Building, Strategic Communication for Leaders, Powerful Presentations for Impact, Present with Purpose, Leadership Competencies, and REAL Colors®.
- Part-Time Instructor | UAH | 2020-2022
 - **Course Taught:** First Year Experience, FYE 101G-02

CURRICULUM DEVELOPMENT

Leadership Accelerator Academy This program was designed to equip leaders from all industries with essential skills to unlock their leadership potential. The program has a tailored approach to emerging and new leader's professional and personal growth to drive change at their organizations. The curriculum has nine core courses with the opportunity to choose two out of four electives.

Leading Complex and Highly Technical Teams This program was developed in partnership with Ret. LTG L. Neil Thurgood and Ret. MG Keith Thurgood, to facilitate the transition of highly-technical engineers and mid-level managers into organizational leaders. This program equips participants with a proven framework to acquire the necessary skills to lead cross-functional teams effectively and support enterprise-wide change and transformation.

Senior Logistician Advanced Course The program was developed in partnership with the U.S. Department of the Army, G4. The focus is on an overview of the 12 Integrated Product Support (IPS) Elements at the strategic level, including the development and further enrichment of critical thinking, leadership, and functional skills. Focus is on understanding the importance of innovation in the supply chain with emphasis on the defense life cycle systems management and the Defense Distribution System.

Science (SCI) - 199

The credit course was designed in partnership with the UAH College of Science, for graduates of the U.S. Space & Rocket Center (USSRC) Advanced Space Academy® and Aviation Challenge® Mach III. The online, asynchronous course explored the scientific fields that directly integrate the study of aviation and aerospace. Topics included definition and segmentation of research through concepts such as heat transfer, Newtonian mechanics, chemical propulsion, computer modeling and simulation, biology in space, research ethics, technical writing, and data analysis.

PROFESSIONAL EXPERIENCE

- Director | UAH Office of Professional and Continuing Education (OPCE) | 2023 – present

Responsibilities

- Provide strategic leadership of OPCE in alignment with the College of Business (COB) and UAH institutional priorities.
- Develop and implement OPCE strategic priorities, organizational structure, and operational frameworks.
- Manage day-to-day administration, budget oversight, and financial sustainability through revenue-generating programs.
- Lead customized noncredit programs, commercial courses, and support services for professional development.
- Recruit, train, and supervise SMEs, staff, and student assistants to ensure high-quality program delivery.
- Serve as primary liaison between OPCE and university departments, corporate partners, and community stakeholders.

Key Accomplishments

- Led the strategic rebrand and relocation of OPCE, enhancing visibility that led to a 120% growth in web traffic and operational alignment with institutional goals.

- Successfully transitioned key functions from the UAH College of Professional Studies (CPS), streamlining processes and team integration.
 - Launched and expanded the Leadership Accelerator Academy (LAA), increasing participation by 22% from the inaugural cohort to the second cohort with a balance of campus and community leaders.
 - Developed and implemented a technical leadership program in collaboration with retired military generals.
 - Strengthened internal engagement through strategic meetings with campus stakeholders.
 - Recruited and developed staff, including the creation of a digital learning specialist role and the hiring/training of a registration coordinator.
 - Spearheaded high-impact events, including the HEL Optics Metrology Workshop, Business of Space Conference, and Executive Summit.
 - Secured over \$600,000 through successful proposals and contracts.
 - Established and expanded industry partnerships, notably with Mazda Toyota Manufacturing, offering tailored communication courses.
 - Improved operational efficiency by 65% through the implementation of new systems: Entrinsic Enrole and Credly for registration and digital badging.
- Director, Outreach and Support Services | UAH CPS | 2021-2023

Responsibilities

- Managed and directed noncredit outreach programs and college-wide support services.
- Oversaw civic engagement initiatives including the Osher Lifelong Learning Institute (OLLI) at UAH, youth programming, and university-community partnerships.
- Led planning for college support services such as IT operations, UAH testing services, professional development, and noncredit registration.
- Reported on UAH outreach and served as liaison for departmental engagement with internal and external stakeholders.

Key Accomplishments

- Promoted from Associate Director to Director after demonstrating enhanced administrative and managerial capabilities.
- Led development of a return-to-campus plan for the OLLI at UAH, facilitating over 50 hybrid courses and events and gradual in-person engagement post-pandemic.
- Collaborated with the Interim Dean and stakeholders to develop and implement a college-wide reorganization plan, approved in September 2022.
- Established collaborative partnerships with UAH's Office of Sponsored Programs and Contracts and Grants Accounting.

- Associate Director | UAH College of Professional and Continuing Studies (CPCS) | 2018-2021

Responsibilities

- Managed the development, administration, and delivery of CPCS outreach programs and services.
- Directed operations related to program development, fundraising, IT and resource management, registration, and fiscal reporting.
- Provided strategic support to the Dean on daily operations, policies, and procedural implementation.
- Served as liaison with faculty, researchers, government and industry stakeholders, and community partners to support CPCS's mission.

Key Accomplishments

- Updated or created 20+ policies, procedures, forms, and implementation of project management solution, Trello, to promote operational consistency and compliance with university standards.
- Reestablished and cultivated positive relationships with OLLI at UAH volunteers to foster a unified team environment.
- Guided OLLI at UAH to improved financial health through strategic fee adjustments, expense reductions, and electronic transitions.
- Extended Basic Life Support (BLS) training to 11 institutions across North Alabama, maintaining service through pandemic disruptions.
- Provided key support in training a new OLLI Program Manager and implemented systems for automated membership renewal communication.
- Sustained strong OLLI membership pre-COVID and led financial recovery efforts post-pandemic, including surpassing fundraising goals.
- Contributed to pandemic-era interim policies and Standard Operating Procedures (SOPs), ensuring continuity amid staffing changes.

- Assistant Director of Outreach and Event Management | UAH CPCS | 2016-2028

Responsibilities

- Directed the planning and execution of high-profile conferences and outreach programs, including the National Cyber Summit, NASA Human Space Flight Knowledge Sharing Forum, and the Conference on Systems Engineering Research.
- Served as Program Administrator for the U.S. Army Senior Logistician Advanced Course (SLAC).
- Oversaw full event logistics—budgets, timelines, resource coordination, and stakeholder communication—to ensure successful program execution.
- Managed and supervised a team of staff, student workers, contractors, and volunteers.
- Negotiated contracts, managed client relationships, and ensured high satisfaction in service delivery.
- Developed marketing strategies and maintained the CPCS website to promote outreach offerings and services.

- Managed and strengthened UAH's recruitment partnership with the U.S. Space and Rocket Center (USSRC).

Key Accomplishments

- Designed and implemented the Senior Logistician Advanced Course in partnership with the Department of the Army, delivering six sessions in 18 months, including an executive residency in Warren, MI.
 - Created and launched the SCI 199 course in collaboration with the USSRC, boosting enrollment by 15%.
 - Grew Osher Lifelong Learning Institute (OLLI) membership by 15%, significantly exceeding foundation benchmarks of 1,000 members.
 - Improved conference and event registration efficiency by 35% through the implementation of digital check-in and management tools.
 - Contributed to a 10% increase in attendance at the National Cyber Summit through strategic planning and outreach.
- Event Scheduling Coordinator | UAH Student Affairs | 2013-2016

Responsibilities

- Planned and executed campus-wide events for student organizations, university departments, and external clients.
- Managed all event logistics including space reservations, vendor coordination, setup, and communication with stakeholders.
- Negotiated contracts with both on-campus and external customers to secure venues and services.
- Supervised and trained a team of student assistants to support daily operations and event execution.
- Performed basic accounting tasks, marketing support, and AV setup to ensure comprehensive event delivery.

Key Accomplishments

- Created and published the Event Planning Guide, enhancing promotion and understanding of departmental services and venues.
 - Designed and maintained the department's website and social media platforms to support marketing and communication efforts.
 - Contributed to 25 % increased event efficiency and customer satisfaction through proactive planning and responsive service.
- Assistant Catering Manager | U.S. Space & Rocket Center (USSRC) | 2013

Responsibilities

- Assisted the Director of Catering in coordinating and executing a wide range of events and functions.

- Oversaw complete event logistics including setup and breakdown, ensuring smooth operations from start to finish.
- Led and supervised a team of 30+ catering and wait staff during high-volume events.
- Recruited, trained, and managed permanent and temporary staff to maintain service standards.
- Developed and maintained operational documentation including training manuals, checklists, duty rosters, prep lists, and event timelines.
- Contributed to budgeting, financial planning, and forecasting for events and departmental operations.

Key Accomplishments

- Increased Special Events department net income by 11% in fiscal year 2013 through improved operational efficiency and service delivery.
- Contributed to a \$2 million gross revenue forecast through effective cost management and event execution.
- Enhanced team performance and service quality through structured training programs and clear operational guidance.

TRAINING | CERTIFICATIONS ACHIEVED

- **Connect 23 Class**, Leadership Greater Huntsville (LGH)
- **Emerging Leaders Badge**, University Professional and Continuing Education Association
- **UAH Inclusive Excellence Certificate Program**
- **Financial Therapy**: Budgeting Tips for Workplace Success
- **Project Management Series**:
 - Project Management Foundations
 - Project Scope, Cost, and Schedule Management
 - Project Team Management and Tactical Leadership
 - Project Quality and Risk Management
- **Leadership & Personal Development**:
 - Leadership Gold
 - How to Be a REAL Success
 - The 15 Laws of Growth
 - Point of Potential
 - The Six Human Needs
- **Communication & Team Dynamics**:
 - Building Productive Teams
 - Turning Communication into Connection
 - Cultivating Connection: Exploring Mindful Communication Techniques
 - Providing and Receiving Feedback

- Conflict Resolution for Leaders
- **Workplace Wellness:**
 - Overcoming Stress and Burnout
- **Technical & Digital Skills:**
 - Microsoft Excel 2016: Introduction to PivotTables and PivotCharts
 - Fundamentals of Technical Writing
 - Using HTML5 and CSS3 (completed twice)
- **Health & Safety:**
 - Basic Life Support (Instructor-Led Training)

PRESENTATIONS DELIVERED

- Hardy, Fathia L. (2024). *From Diapers to Diplomas: Navigating Parenthood and Profession in an Always-On World*. Chair and moderator for a featured panel at the Women in Leadership Conference, Harvard University, Cambridge, MA.
- Hardy, Fathia L. (2020). *Exploring the History and Culture of the Culinary Industry*. Delivered an online lecture for the Osher Lifelong Learning Institute (OLLI) at UAH, Huntsville, AL.
- Hardy, Fathia L. (2019). *Black and White: Conundrums on Race – HBCUs and the Divine Nine*. Presented an in-person lecture for the Osher Lifelong Learning Institute (OLLI) at UAH, Huntsville, AL.

SERVICE | COMMUNITY INVOLVMENT

- **Fantasy Playhouse Children's Theatre and Academy**
 - Board Member (2021–Present)
 - Board Secretary (2021–Present)
 - Chair, ADEI Committee (2022–2023)
- **LGH Volunteer** (2022–Present)
- **Madison CEO Mentor** (2023–2024)
- **UAH**
 - Strategic Planning Committee (2021–2022)
 - Presidential Search Committee (2019)
 - Budget and Planning Advisory Committee (2019)
 - Indirect Cost Recovery Task Force (2019)
 - UA System Scholars Institute (2016, 2019)

- **UAH Staff Senate**
 - *President* (2018–2019)
 - *Vice President* (2017–2018)
 - *Chair, Events Committee* (2017–2018)
 - *Chair, Employee Benefits Committee* (2017)
- **UAH Dance Team Advisor and Coach** (2014–2019)
- **Alpha Kappa Alpha Sorority, Incorporated** (2008–Present)
 - *Member*, International Undergraduate Activities Committee
 - *President*, Omicron Chapter
 - *Treasurer*, Omicron Chapter

AWARDS | RECOGNITIONS

- **Dr. Martin Luther King, Jr. Award**
UAH Office of Diversity, Equity, and Inclusion & Minority Graduate Student Association
 Recognized for impactful contributions to diversity, equity, and community advancement.
- **Young Professional of the Year – Nominee**
Huntsville/Madison County Chamber of Commerce
 Honored for leadership, innovation, and professional excellence within the local community.
- **Non-Profit of the Year – Nominee**
OLLI at UAH, Huntsville/Madison County Chamber of Commerce
 Recognized for outstanding community service, impact, and organizational growth.
- **Top 40 Under 40 – Nominee**
Alpha Kappa Alpha Sorority, Inc., South Eastern Region
 Acknowledged for leadership and professional achievement among emerging leaders.
- **Outstanding Soror**
Alpha Kappa Alpha Sorority, Inc., Great Lakes Region
 Celebrated for exceptional service, leadership, and dedication to the organization’s mission.