

Curriculum Vitae

Deborah D. Hazzard, DBA, MBA, CDE®, PASC

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Academic leader with 13 years of progressively responsible higher education leadership experience. Expertise in strategic planning, undergraduate program development, student success initiatives, accreditation compliance, and budget management. Committed to fostering inclusive, rigorous, and student-centered learning environments.

Education

2012 **Georgia State University, Doctorate in Business Administration (Executive DBA)**

Co-authored research on Sustainability and Corporate Social Responsibility in the ICT sector; outcomes presented at a global sustainability conference in New Zealand.

Successfully defended dissertation entitled "An Exploratory Examination of Mobile Payments Engagement in Emerging Markets and Developed Countries." Preliminary research presented at the International Network for Social Network Analysis conference, March 2012.

1997 **Winthrop University, Master of Business Administration (Executive MBA)**

Successfully completed a graduate thesis exploring "Emerging Technologies in the Banking Industry and the Impact of Alternative Delivery Systems on Consumers". Research focused on alternative delivery systems such as "smart ATMs" and internet-based banking (i.e. e-commerce) given the migration from brick-and-mortar branches.

1991 **North Carolina State University, Bachelor of Business Management**

Professional Education and Designations

2025 CIBER Faculty Development in Business (FDIB) **Africa** Overseas Study Program
2024 Society for Human Resource Management (SHRM) People Analytics Specialty Credential (PASC)
2024 Data-Driven Metrics for DEI certification, New York University (NYU)
2023 SHRM Inclusion 2023
2022 Hogan Personality Assessment Certification-Hogan Assessment Systems
2022 SHRM Inclusion 2022
2022 Diversity 5.0 Summit-Society for Diversity
2021 Certified Diversity Executive (CDE®)- Institute for Diversity Certification
2021 AACSB Lessons for Aspiring Deans Seminar (Americas)
2021 AACSB Associate Deans Conference
2021 SHRM Inclusion 2021
2021 Diversity, Equity and Inclusion in the Workplace Certificate-University of South Florida (USF)
2021 SHRM Recertification Provider
2020 Qualified Administrator, Intercultural Development Inventory (IDI) Assessment
2019 SHRM Change Management: Leading Successful Transformations
2018 Cornell University Diversity and Inclusion Professional Certificate
2018 Applying the QM Rubric-Quality Matters
2017 CIBER Faculty Development in Business (FDIB) **China** Overseas Study Program

- 2007 Advanced Certificate in Human Resource Management – Council on Education in Management
- 2007 Certificate in Employment Law – Council on Education in Management
- 1993 Commercial Lending Certification – Bank of America (NationsBank)

Honors, Distinctions & Awards

- 2024 Institutional Awardee, 2024 Inspiring Programs in Business, Insight into Diversity Magazine
- 2022 Recipient, Alumni in Action Award, Lower Richland High School, Hopkins, SC
- 2021 Inductee, Hall of Fame--Richland County (SC) School District One, Columbia, SC
- 2019 Honoree, HerStory Women's History Month Recognition for Distinguished Alumna, Poole College of Management, North Carolina State University, Raleigh, NC
- 2019 Distinction, first African American academic in a leadership role in the 100-year history of the Darla Moore School of Business, University of South Carolina, Columbia, SC
- 2015 Recipient, Faculty Engagement Award, School of Business Administration, University of South Carolina-Aiken, Aiken, SC
- 2015 Recipient, Best Paper Award, Academy of Business Research, Fall 2015 Conference, Boca Raton, FL
- 2012 Inductee, Beta Gamma Sigma International Business Honor Society

Professional Roles

- 2025- **Full Professor (Clinical/Professional Track), Management**, Darla Moore School of Business, University of South Carolina, Columbia, SC
- 2024- **Inaugural Associate Dean (AD) for Access, Opportunity, and Community Engagement**, Darla Moore School of Business, University of South Carolina, Columbia, SC
- 2020-2025 **Clinical Associate Professor, Management**, Darla Moore School of Business, University of South Carolina, Columbia, SC
- 2019-2023 **Associate Dean, Diversity and Inclusion**, Darla Moore School of Business, University of South Carolina, Columbia, SC (Note: Title renamed in January 2024)
- 2016-2020 **Clinical Assistant Professor, Management**, Darla Moore School of Business, University of South Carolina, Columbia, SC
- 2013-2016 **Visiting Assistant Professor, Management**, School of Business Administration, University of South Carolina-Aiken, Aiken, SC
- 2012-2014 **Adjunct Professor, Business**, Webster University, Columbia, SC
- 2007-2024 **Principal Consultant**, 2 Higher Heights, LLC, Atlanta, GA

Presentations and Publications

Hazzard, D. (Facilitator), "Leadership Insights: Considerations for the Higher Education Context," Leadership Columbia, Practitioner. (December 2024).

Hazzard, D. (Facilitator), "Inclusive Workplace Cultures: Insights and Considerations," WIS TV 10, Practitioner. (October 2024).

Hazzard, D. (Facilitator), "The Long-Term Impact of Environmental Injustice," Power Forward pipeline program, Academic. (October 2024).

Hazzard, D. (Facilitator), "Leveraging the Power of Empathy: Virtual Reality (VR) Experiences that Build this Critical Leadership Competency," Capstone Scholars Civic Engagement Certificate Program - University of South Carolina, Academic. (November 2023).

Hazzard, D. (Facilitator), “Creating Inclusive Workplace Cultures Where *All* Genders Thrive,” National Diversity Congress (NatDC) Women in Leadership for Higher Education Conference 2023, Academic, International. (October 2023).

Hazzard, D. (Facilitator), “Equity-Oriented Leadership” Series, College of Nursing (Senior Leadership Team) at the University of South Carolina, Academic. (August, September and October 2023).

Hazzard, D. (Facilitator), “Insights for Effective Leadership,” Master of Human Resources (MHR) First Year Cohort -Darla Moore School of Business (DMSB) at the University of South Carolina, Academic. (August 2023).

Hazzard, D. (Facilitator), Butler, T. (Co-Facilitator) and Schwartz, J. (Co-Facilitator), “Moving Business Education from Performative DEI to Genuinely Impactful Social Justice Leadership,” National Conference on Race and Ethnicity in Higher Education (NCORE), Academic, National. (June 2023).

Hazzard, D. (Virtual Facilitator), “Shifting Toxic Workplace Cultures: Insights and Best Practices,” Society for Diversity, Practitioner, International. (May 2023).

Hazzard, D. (Virtual Facilitator), “Microaggressions and Advancing Inclusion Using the Intercultural Development Inventory (IDI) Assessment,” Leeza’s Care Connection, Practitioner, National. (May 2023). *Note: Facilitated customized inclusive leadership sessions for nationwide senior leadership team.*

Hazzard, D. (Facilitator), “Assessing and Advancing Intercultural Competence Using the Intercultural Development Inventory (IDI) Assessment,” Practitioner, International. (May 2023). *Note: Facilitated customized session for approximately 50 members of a global team at the headquarters of a Fortune 100 organization.*

Hazzard, D. (Invited Panelist), “Leadership Discussions: Navigating Race, Gender and Class at Work,” Women’s Leadership Institute (WLI) 2023, University of South Carolina, Academic, Regional. (April 2023).

Hazzard, D. (Facilitator), “Leadership Matters: Finding and Flexing the Leader in You,” SC Statewide Future Business Leaders of America (FBLA) Conference, Academic. (March 2023).

Hazzard, D. (Facilitator) and Carroll, C. (Co-Facilitator), “Inclusive Pedagogy Workshop Series,” Darla Moore School of Business at the University of South Carolina, Academic. (February, March and April 2023).

Hazzard, D. (Facilitator), “Insights into Intercultural Competence and Principles of Inclusive Pedagogy,” select Master of Human Resources (MHR) Spring 2023 faculty -Darla Moore School of Business (DMSB) at the University of South Carolina, Academic. (December 2022).

Hazzard, D. (Facilitator), “Creating Inclusive Campus Cultures: Actively Assessing and Advancing Intercultural Competence,” Emerging Leaders Program (ELP) at the University of South Carolina, Academic. (November 2022).

Hazzard, D. (Facilitator), “Creating Inclusive Campus Cultures: Actively Assessing and Advancing Intercultural Competence,” South Carolina Honors College staff at the University of South Carolina, Academic. (November 2022).

Hazzard, D. (Facilitator), "Creating Inclusive Campus Cultures: Actively Assessing and Advancing Intercultural Competence," Emerging Leaders Program (ELP) at the University of South Carolina, Academic. (November 2022).

Hazzard, D. (Facilitator), "Creating Inclusive Campus Cultures: Actively Assessing and Advancing Intercultural Competence," USC Executive Leadership Academy (*an inaugural Women's Leadership Initiative of the Office of the Provost*) at the University of South Carolina, Academic. (October 2022).

Hazzard, D. (Facilitator), "Creating Inclusive Classroom Cultures: Actively Assessing and Advancing Intercultural Competence," 2022 Oktoberbest Teaching Symposium at the University of South Carolina, Academic. (October 2022).

Hazzard, D. (Co-Facilitator) and Carroll, C. (Co-Facilitator), "Using Virtual Reality to Enhance Empathy," 2022 Oktoberbest Teaching Symposium at the University of South Carolina, Academic. (October 2022).

Hazzard, D. (Facilitator), "A D&I Primer: Understanding the Business Case for Inclusion," Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (August 2021). *Note: Facilitated three customized sessions for incoming IMBA/FTMBA, MACC and MHR cohorts, respectively.*

Hazzard, D. (Facilitator), "Assessing and Advancing Intercultural Competence: Overview of the Intercultural Development Inventory (IDI) Assessment," Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (August 2021). *Note: Facilitated two customized sessions for incoming PMBA and MHR cohorts, respectively.*

Hazzard, D. (Virtual Facilitator) and T. Dungy (Co-Facilitator), "Issues in Civil Rights, Diversity and Inclusion in the New South and Beyond," Study of U.S. Institutes (SUSI)-Department of State, Academic, International. (July 2021).

Hazzard, D. (Virtual Facilitator), "Successfully Managing Inclusion and Exclusion in Workplaces: Unleashing the Power of You," Women's Leadership Institute, University of South Carolina-Columbia, Academic, National. (May 2021).

Hazzard, D. (Virtual Panelist), DBAs Transitioning into Academia panel discussion, Center for Engaged Business Research, J. Mack Robinson College of Business at Georgia State University, Academic, National. (January 2021).

Hazzard, D. (Virtual Facilitator), "Making the Grade and Moving the Needle: Understanding the Business Case for Diversity, Inclusion and Belonging (DIB) Education in Business Schools," Association for Advancement of Collegiate Schools of Business (AACSB) 2020 Global D&I Summit, Academic, International. (December 2020).

Hazzard, D. et al (Author), "Leveling the Digital Playing Field," Harvard Business Publishing Education, Boston, MA, Academic, International. (November 2020).

Hazzard, D. (Virtual Facilitator), "Inclusive Excellence, Module 2," Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (November 2020).

Hazzard, D. et al (Author), "Why Tomorrow's Leaders Need to be Part of Diverse Teams Today," Harvard Business Publishing Education, Boston, MA, Academic, International. (October 2020).

Hazzard, D. (Virtual Facilitator), "The Impact of Bias in Decision Making," Executive Doctor of Business Administration (DBA) cohort, J. Mack Robinson College of Business at GA State University, Academic, International. (September 2020).

Hazzard, D. (Virtual Facilitator), Courageous Conversations series, Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (Monthly series commenced in September 2020).

Hazzard, D. (Virtual Facilitator), "Assessing and Advancing Intercultural Competence: Overview of the Intercultural Development Inventory (IDI) Assessment," MHR cohort, Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (September 2020).

Hazzard, D. (Virtual Panelist), D&I in DBA Programs Among Faculty and Students panel discussion, Engaged Management Scholarship Conference, Academic, International. (September 2020).

Hazzard, D. (Virtual Facilitator), "Inclusive Excellence, Module 1," Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (September 2020).

Hazzard, D. (Virtual Facilitator), "A D&I Primer for Master of Human Resource (MHR) Program: Understanding the Business Case for Inclusion," Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (August 2020).

Hazzard, D. (Virtual Facilitator), "D&I in the Classroom: Inclusive Teaching for Management Science Faculty," Darla Moore School of Business (DMSB) at the University of South Carolina, Academic, International. (July 2020).

Switzer, M. (Host). (2020, June 29). Opportunities to Increase D&I During Crises with Dr. Deb Hazzard, Managerial Insights: Supporting Businesses During an Uncertain Time. [Video podcast episode]. In South Carolina (SC) Business Review, SC Public Radio. Link: [Bit.ly/3IHhZZt](https://bit.ly/3IHhZZt)

Hazzard, D. (Invited Virtual Presenter), "Inclusive Leadership: Moving the Needle Forward," Women's Leadership Institute (WLI), University of South Carolina, Academic, Regional. (April 2020).

Hazzard, D. (Invited Panelist), Privilege panel discussion, Diversity in Leadership conference, Harvard Faculty Club, Boston, MA, Academic, National. (April 2020).

Hazzard, D. (Virtual Panelist), Innovative Women's Conference, Poole College of Management at NC State University, Academic, National. (March 2020).

Hazzard, D. (Creator and Facilitator), Inclusive Leadership certificate program, Darla Moore School of Business, Practitioner, National. (February 2020).

Hazzard, D. (Facilitator, Session Chair), Southeast Decision Sciences Institute (SEDSI), "The Business Case for Diversity and Inclusion Education in B-Schools: Understanding the Value Proposition," Academic, Regional. (February 2020).

Hazzard, D. (Facilitator), Center for Engaged Business Research (CEBR), "An Exploratory Examination of the Efficacy of Virtual Reality (VR) Apps for Enhancing Empathy in the Diversity and Inclusion (D&I) Training and Education Context," Academic, Regional. (January 2020).

Hazzard, D. (Panelist), Bank of America Perspectives on Diversity panel, Practitioner, Regional. (November 2019).

Hazzard, D. (Facilitator), Darla Moore School of Business Master of Human Resources (MHR) program Fall 2019 orientation, “The Business Case for Diversity and Inclusion”, Academic, Local. (August 2019).

Hazzard, D. (Facilitator), SC Chamber of Commerce’s SC Business Week program, “The Business Case for Diversity and Inclusion”, Academic, Statewide. (July 2019).

Hazzard, D. (Presenter), African American Leadership Conference (AALC) opening remarks, Darla Moore School of Business, Academic, Regional. (February 2019).

Hazzard, D. (Facilitator), SC Sheriffs Association Winter 2019 Conference, “Managing Across Generations”, Practitioner, Statewide. (November 2018 & January 2019).

Hazzard, D. (Facilitator), SC Law Enforcement Division (SLED) Commanders School, “Managing New Generation Employees” Practitioner, Statewide. (August 2018).

University Service

2021-2022	Chair, DMSB Inclusion and Diversity (I&D) Task Force, University of South Carolina, Columbia, SC
2021-2022	Member, USC Executive Leadership Academy (ELA) Advisory Board, University of South Carolina, Columbia, SC
2021	Advisor, Faculty Diversity subgroup, Inclusion and Equity Task Force, J. Mack Robinson College of Business, Georgia State University, Atlanta, GA
2021-2022	Member, DMSB Online Undergraduate Business Degree Task Force, University of South Carolina, Columbia, SC
2021	Panelist, New Faculty Orientation, Clinical/Professional Track Faculty Panel, University of South Carolina, Columbia, SC
2020-	Member, DMSB Black Alumni Alliance, University of South Carolina, Columbia, SC
2020-2021	Co-Chair, UofSC Faculty Budget Committee, University of South Carolina, Columbia, SC
2020-	Member, DMSB Master of Human Resources (MHR) Graduate Program Committee, University of South Carolina, Columbia, SC
2020	Member, Search Committee, VP of Development, UofSC System, University of South Carolina, Columbia, SC
2020	Member, DMSB Online Teaching Task Force, University of South Carolina, Columbia, SC
2020	Member, DMSB Faculty Diversity Task Force, University of South Carolina, Columbia, SC
2020	Member, DMSB External Engagement Task Force, University of South Carolina, Columbia, SC
2019-2020	Chair, UofSC Faculty Budget Committee, University of South Carolina, Columbia, SC
2019-2020	Member, UofSC Faculty Senate Steering Committee, University of South Carolina, Columbia, SC
2019	Member, UofSC Special Advisory Committee for Board-Level Shared Governance, University of South Carolina, Columbia, SC
2019	Panelist, New Faculty Orientation, Clinical/Professional Track Faculty Panel, University of South Carolina, Columbia, SC
2018-2019	Mentor, DMSB Rising Scholars Program, University of South Carolina, Columbia, SC
2018-2020	Faculty Advisor, DMSB Black Business Student Association (BBSA), University of South Carolina, Columbia, SC
2018-2019	Faculty Advisor, Phi Beta Lambda, University of South Carolina, Columbia, SC
2018-2019	Member, DMSB Business at Moore (BAM) D&I Task Force, University of South Carolina, Columbia, SC

2018-	Quality Management Peer Reviewer, University of South Carolina, Columbia, SC
2018	Member, DMSB DBA Task Force, University of South Carolina, Columbia, SC
2017-2019	Co-Chair, Diversity in Leadership Subcommittee, Provost's Advisory Committee for Women's Issues (PACWI), University of South Carolina, Columbia, SC
2017-2019	Faculty Associate, Preston Residential College, University of South Carolina, Columbia, SC
2017-2019	Member, DMSB Closing the Gap D&I Task Force, University of South Carolina, Columbia, SC
2016-2019	Member, DMSB Faculty Advisory Committee, University of South Carolina, Columbia, SC
2016-2019	Member, Diversity in Leadership subcommittee, Provost's Advisory Committee for Women's Issues (PACWI), University of South Carolina, Columbia, SC

Community Service

2019-2022	Member, Scholarship and May Week Committee, Delta Sigma Theta Public Service Sorority
2015-2017	Volunteer Facilitator, ITology, Columbia, SC
2014-2016	President, Blythewood High School Volleyball Booster Club, Blythewood, SC
1988-	Member, Delta Sigma Theta Public Service Sorority

Professional Organizations

Member, SC Women in Higher Education (SCWHE)
 Member, Academy of Management (AOM)
 Member, Society for Human Resource Management (SHRM)
 Member, Columbia (SC) Society for Human Resource Management (CSHRM)
 Member, Beta Gamma Sigma International Business Honor Society
 Past member, National Association of African Americans in Human Resources (NAAAHR)
 Past member, National Black MBA Association (NBMBA)
 Past member, National Association of Diversity Officers in Higher Education (NADOHE)
 Past member, National Association of Urban Bankers (NAUB)
 Past member, National Forum for Black Public Administrators (NFBPA)

Summary

A skilled administrator and practitioner-scholar, I am a results-oriented strategic leader with a growth mindset and a demonstrated commitment to lifelong learning. I leverage diverse perspectives, experiences and data to inform decision-making processes and intentionally build relationships across difference. I am deeply committed to skillfully engaging and galvanizing stakeholders through innovative programming, training and development initiatives that create and sustain inclusive workplace cultures. With a demonstrated commitment to community service and responsible leadership, I truly embrace the adage "service is the price we pay for the space we occupy".