



**Curriculum Vita
August 2026**

Instructor: Dr. Ahada McCummings

Academic Department: College of Innovation and Design

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East Texas A&M University Addresses:

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EDUCATION

Doctor of Education, Global Training & Development

Northcentral University - 2019

Master of Education, Counselor Education

North Carolina State - 2004

University Bachelor of Science, Mathematics

Syracuse University - 1993

TEACHING EXPERIENCE

2026 - Present, Adjunct Instructor | East Texas A&M University

- Teaching undergraduate and/or graduate courses in leadership, organizational development, psychology, and related disciplines.
- Develop and maintain course materials, assignments, and learning activities aligned with university curriculum and learning outcomes.
- Evaluate student performance through timely grading, meaningful feedback, and ongoing assessment.
- Fosters an inclusive and supportive learning environment that encourages student engagement, collaboration, and academic success.

- Provides academic advising, mentoring, and individualized support to students during office hours and through regular communication.
- Integrate current research, industry best practices, and real-world case studies into course instruction to enhance workforce readiness.
- Utilize the university's learning management system and instructional technologies to deliver course content, facilitate discussions, and monitor student progress.
- Collaborate with faculty and department leadership to support curriculum quality, continuous improvement, and departmental initiatives.

2009 - 2011, Instructor/Graduate Instructional Assistant | North Carolina State University

- Supported undergraduate instruction in a course focused on contemporary issues affecting youth development across educational, community, social, and cultural contexts.
- Facilitated classroom discussions on adolescent development, identity formation, social influences, youth advocacy, leadership, culture, and community impact.
- Assisted faculty with course planning, instructional delivery, applied learning activities, discussion prompts, and student engagement strategies
- Guided students in applying youth development theories to real-world challenges affecting diverse youth populations, families, schools, and community-based organizations.
- Evaluated student assignments, class participation, reflective activities, and applied learning projects in alignment with course objectives.
- Supported an inclusive, discussion-based learning environment that encouraged critical thinking, student voice, reflective practice, and respectful dialogue.
- Provided mentorship and academic support to undergraduate students exploring professional interests in counseling, education, nonprofit leadership, youth development, and community service.
- Used case examples, facilitation techniques, reflective discussion, and guided questioning to help students connect theory, research, and practice

2009 - 2011, Clinical Supervisor/Practicum Instructor Graduate Counseling Program, North Carolina State University

- Provided instructional support and clinical supervision to master's-level counseling students enrolled in practicum coursework.
- Guided students in applying counseling theories, helping skills, clinical techniques, ethical standards, multicultural counseling principles, and case conceptualization practices.
- Facilitated practicum discussions focused on client engagement, therapeutic communication, professional identity development, counselor self-awareness, and ethical decision-making
- Reviewed and evaluated student clinical performance, documentation, treatment approaches, case notes, and emerging professional competencies.
- Delivered developmental feedback to strengthen students' counseling effectiveness, reflective practice, ethical reasoning, and client-centered care.

- Assisted students in integrating classroom learning with real-world clinical practice through case review, discussion, supervision, and applied learning activities.
- Collaborated with faculty and site supervisors to ensure alignment between academic expectations, practicum requirements, and clinical training experiences.
- Mentored emerging counseling professionals in client care, professional identity, ethical dilemmas, supervision feedback, and counselor development.

PROFESSIONAL EXPERIENCE
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2025 - Present Founder & Principle Consultant, GAP Coaching Collective, LLC.

- Designs and facilitates leadership development, organizational learning, and professional development programs for corporate, nonprofit, educational, athletic, and community-based organizations.
- Develops curriculum and training content focused on leadership, emotional intelligence, communication, team effectiveness, organizational culture, coaching, mentoring, and performance improvement.
- Delivers workshops, coaching sessions, and instructional experiences for emerging leaders, managers, executives, coaches, youth-serving professionals, and adult learners.
- Designs assessment tools, reflective learning activities, discussion guides, developmental frameworks, and applied learning exercises to support learner growth and organizational effectiveness.
- Leads virtual and in-person learning experiences using facilitation, coaching, case discussion, reflective practice, scenario-based learning, and learner-centered engagement strategies.
- Collaborates with stakeholders to align learning initiatives with strategic goals, learner needs, organizational priorities, and measurable outcomes.

2023 - 2025 Senior Director of Training & Leadership Development, Deployed Services

- Directed large-scale adult learning, leadership development, and workforce education initiatives across multi-site operational environments.
- Designed and implemented leadership development programs for supervisors, managers, and executive leaders using adult learning theory, competency-based instruction, and applied learning strategies.
- Developed curriculum, instructional materials, facilitator guides, learning objectives, competency frameworks, participant resources, assessments, and professional development tools.
- Facilitated instructor-led training, leadership academies, professional development workshops, and virtual learning sessions for diverse adult learner populations.

- Managed virtual and in-person learning environments, including blended learning models, learning management systems, instructional technology tools, and facilitator-supported learning experiences.
- Evaluated learning outcomes and training effectiveness through assessments, participant feedback, data analysis, performance indicators, and continuous improvement strategies.
- Integrated diversity, equity, inclusion, psychological safety, communication, team dynamics, and organizational culture into leadership and workforce development programming.
- Established standardized training processes and instructional frameworks to support consistency, scalability, quality assurance, and continuous improvement.

2019 - 2023 Senior Director of Organizational Learning & External Affairs, Up2Us Sports

- Directed national organizational learning and professional development initiatives supporting youth sports, coach development, mentoring, leadership education, and community-based programming.
- Designed and facilitated training programs focused on positive youth development, trauma-informed practices, leadership mentoring, social-emotional learning, coach effectiveness, and organizational capacity building.
- Developed curriculum, instructional resources, learning frameworks, training modules, and facilitator materials for coaches, educators, program leaders, and community stakeholders.
- Facilitated workshops, conferences, webinars, and professional learning experiences for diverse audiences across nonprofit, educational, athletic, and community-based settings.
- Applied adult learning principles and experiential learning strategies to strengthen participant engagement, learner retention, skill application, and practice-based outcomes.
- Served as a subject matter expert on youth development, leadership education, mentoring, trauma-informed practice, coach development, and sports-based youth development.
- Represented the organization through public speaking, national presentations, partnership meetings, and external learning initiatives.

2016 - 2019 Associate Vice President of Organizational Learning & Programs, Blueprint Summer Programs

- Led organizational learning, staff education, and program development initiatives supporting educational enrichment and student leadership programming across multiple college and university sites.
- Designed and implemented training curricula for educators, program staff, and site leaders focused on youth engagement, instructional effectiveness, leadership development, classroom management, and student support.

- Facilitated professional development sessions addressing communication, team collaboration, cultural responsiveness, positive youth development, student engagement, and program quality.
- Oversaw program quality initiatives and instructional strategies aimed at enhancing student experience, staff effectiveness, operational consistency, and learning outcomes across program sites.
- Applied adult learning principles, experiential learning methods, reflective practice, and facilitation strategies to staff onboarding, training delivery, and leadership development.
- Strengthened instructional readiness among program staff through coaching, feedback, applied training, and leadership support.

2005 - 2020 Independent Consultant | Licensed Counselor | Clinical Director

- Designed and delivered psychoeducational workshops, professional development training, and performance-focused learning experiences for athletes, teams, coaches, organizational leaders, and professionals.
- Provided counseling, coaching, clinical consultation, and mental performance services across educational, athletic, workplace, and behavioral health settings.
- Facilitated instructional sessions on resilience, emotional regulation, confidence, focus, stress management, communication, motivation, leadership effectiveness, and high-performance culture.
- Applied evidence-informed counseling, behavioral health, leadership, and performance psychology principles to support individual growth, skill development, and behavior change.
- Developed programming for athletes, coaches, teams, and organizations focused on leadership, mindset, accountability, team cohesion, mental preparedness, and personal development.
- Served as a consultant and trainer on leadership development, behavioral health awareness, team dynamics, mental wellness, performance optimization, and organizational effectiveness.

PUBLICATIONS

Dissertation

McCummings, A. (2019). Women re-establishing leadership: Examining the recruitment and hiring of NCAA Division II athletic administrators. ProQuest Dissertations.