

# Afton Rumsey, Ph.D.

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## Education

Doctor of Philosophy (PhD) – Human Resource Development, Organization Development, and Change Management.  
The University of Texas at Tyler; Tyler, Texas.

Master of Science (MS) – Human Resource Development.  
The University of Texas at Tyler; Tyler, Texas.

Bachelor of Arts (BA) – Corporate Communications and Public Affairs.  
Southern Methodist University; Dallas, Texas.

## Professional Experience

### **Trinity Valley Community College**

Athens, Texas

*Faculty, Business (2024 – Present)*

- Full-time faculty member in the Business Management and Administration department, serving as program coordinator for business management.
- Serves on the Academic Review Board for the institution.

*Senior Research Analyst (2017)*

- Conducted statistical analysis of data using statistical software which forecast and influence institutional programs and outcomes.
- Collaborated with Institutional Research and Institutional Effectiveness team on multiple projects such as completing. Guiding administrative outcomes and student learning outcomes for assessment purposes for accreditation with institutional leadership, SACSCOC, and THECB.

*Adjunct Faculty: Workforce Education (2017- 2023)*

- Teach assigned classes according to course competencies; achieve student learning outcomes through content, quality, and effectiveness of the curriculum and instructional design.
- Courses Taught: BMGT 1325, HRPO 2307, MRKG 1311, POFT 1301, POFT 2301, POFT 2312

### **The University of Texas at Tyler**

Tyler, Texas

*Manager, Graduate Student Retention (August 2023 – January 2024)*

- Lead and provide support for the development, implantation, and evaluation of graduate student retention initiatives.
- Collaborate with departments and colleges to review and resolve graduate students academic and non-academic challenges.
- Serve on the graduate council, sub-committees, and the graduate team, providing leadership and direction to faculty and staff through ongoing communication, partnership, and evaluation.
- Maintain a positive working relationship with students, faculty, and staff as a member of the graduate school team acting as a problem solver when concerns arise.

*Coordinator Student Success and Retention: The Graduate School (April 2023 – August 2023)*

- Manage the appropriate use of university resources to support student success, program integrity and retention.
- Coordinate student success initiatives with Graduate Student Association and graduate programs.
- Design new graduate orientation curriculum in collaboration with student engagement, online learning, and graduate program coordinators.
- Support program integrity by reviewing, revising, and adhering to university policies, standards, and procedures.

*Faculty: Soules College of Business (2014 – 2021)*

- Develop course materials including syllabi, learning assessments, homework assignments, and learning modules.
- Instruct students on the analysis, design, and implementation of programs for Organizational Change Management,

Communications Planning, and Organizational Design and Development from requirements gathering to implementation through on-line platform, Blackboard and Canvas

- Responsible for interacting with students through Blackboard/Canvas and other mediums, facilitating discussion boards, providing feedback and grades, and developing all curriculum used in courses.
- Serve as a member of dissertation committees as subject matter expert to guide complex projects and develop innovative solutions.
- Courses Taught: HRD 4331, HRD 5307, HRD 5336, HRD 5343, HRD 5352, TECH 4301, TECH 4320, TECH 5303

*Graduate Research/Faculty Assistant: College of Business and Technology (2012-2014)*

- Assist professors with research and complex projects including team support, end-to-end support, and management of databases.
- Instruct undergraduate courses through on-line portal and traditional face-to-face interaction under supervision of Department Chair.
- Manage class sizes of 50+ students utilizing an interactive teaching approach empowering students to work in small groups and make peer presentations.
- Responsible for developing course curriculum to meet course objectives, evaluating student performance, grading course assignments, and determining final grades.

### **Collin College**

Plano, Texas

*Adjunct Professor (2021 – Present)*

- Responsible for developing all course materials in accordance with college guidelines for quality management.
- Instruct student learning through virtual platforms, Canvas, facilitate student engagement in the classroom and on-campus, and support student success through degree completion in a 8-week format.
- Serves as a committee member on HR advisory board which advises the newly development HR program through course curriculum and workforce development.
- Courses Taught: HRPO 1311, HRPO 2301, HRPO 2303, HRPO 2304

### **Texas A&M University - Commerce**

Commerce, Texas

*Adjunct Professor (2023 – Present)*

- Teach master level courses in 7-week format using D2L learning management system.
- Provide extensive feedback to graduate students during the learning process to foster active learning and provide the best possible learning experience for students.
- Courses Taught: OLT 514, OLT 560, OLT 553, OLT 554

### **Texas College**

Tyler, Texas

*Adjunct Business Professor (2023)*

- Educate, access, and grade undergraduate students in the areas of general business at a Historic Black College and University (HBCU).
- Work with students to accomplish learning objectives using online learning software (Jenzabar).
- Courses Taught: GBUS 2301, GBUS 3316, GBUS 3318

### **Tyler Junior College**

Tyler, Texas

*Director of Institutional Research (2017 – 2020)*

- Organized, prioritized, and oversaw multiple data-driven projects to provide leadership with institutional data and analysis for decision making.
- Managed the collection and reporting of federal, state, and locally mandated reports to meet deadlines.
- Developed, maintained, and updated queries to capture data from the database for institutional planning purposes.
- Extracted relevant data from Banner using Cognos and TOAD for statistical data analysis and reporting.
- Served as committee chair on multiple college committees working with institutional leadership to continuously improve student success, key performance indicators, and support strategic initiatives.

### **Texas State Technical College**

Marshall, Texas

*Executive Director of Institutional Effectiveness, Research, and Organizational Development (2014-2016)*

- Provided leadership to teams assigned to accreditation projects, implemented best practices for achieving and maintaining accreditation with all authorities with jurisdiction over the college; SACSCOC Liaison.

- Performed complex managerial and technical leadership functions and led the strategic planning effort.
- Provided independent leadership in systems analysis leading to identification of performance metrics and development of improvement strategies.
- Conducted knowledge transfer and training of end-users, including assessment and program learning workshops.
- Responsible for implementation of organizational development activities, grants, and compilation of surveys.
- Re-engineered business operations and substantive change policies, integrated technology platforms to create innovation solutions.

### **Lon Morris College**

Jacksonville, Texas

*Director of Public Relations (2009-2011)*

- Designed and directed communication planning and management to meet organizational needs.
- Directed organizational change management from assessment to implementation of strategies.

*Director of Camps & Outreach and Continuing Education (2008-2009)*

- Responsible for all conferences, camps, special events, and continuing education programs held on LMC property.
- Collaborated with Trinity Mother Frances Hospital and six school districts to recruit and enroll students in Scholar Dollars program.
- Helped plan and track budgets, and established benchmarks and metrics to measure success of each area.
- Instructed Student Success courses, which helped students adjust to college life by introducing campus services and procedures, time management, study skills, and life skills.

### **Publications**

**Barber, A.** & Upatham, A. (2013). Motivating Gen Y to Lead. *Academy of Human Resource Development Conference of the Americas*: Washington, DC.

Gordon, G., Gilley, A., Avery, S., Gilley, J. W., & **Barber, A.** (2014). Employee perceptions of the manager behaviors that create follower-leader trust. *Management and Organizational Studies*, 1(2), 44-58.

Cowart, T., Gilley, A., Avery, S., **Barber, A.**, & Gilley, J. W. (2016). Ethical leaders: Trust, work-life abundance, and treating individuals as unique. In Sims, R. R., and Quatro, S. A., (Eds.), *Executive ethics II: Ethical dilemmas and challenges for the C suite, 2nd edition*. Charlotte, NC: Information Age Publishing, Inc., pp. 109-128.

Cowart, T., Gilley, A., Avery, S., Gilley, J. W., & **Barber, A.** (2014). Ethical leaders: Trust, work-life balance, and treating individuals as unique. *Journal of Leadership, Accountability and Ethics*, 11(4).