

Dr. Joanne Barnes

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EDUCATION

Post-Doctorate Certificate, 2019

Advanced Global Leadership Studies
San Jose State University

Ph.D. Organizational Leadership, 2007

Indiana Wesleyan University

Dissertation: “Women Leaders in China: A Comparative Study of the Influence of Culture on Leadership Characteristics of Chinese, Chinese-American, and American Women in China”

MS in Management, 1994

Indiana Wesleyan University

Thesis: “The Impact of Quality on Training and Development Programs within the Automotive Industry”

BS in Business Administration, 1991

Indiana Wesleyan University

Honors: Outstanding Professional Award

AWARDS/CERTIFICATIONS

- Alpha Kappa Alpha Sorority, Inc., Omicron Phi Omega Chapter: 2022 Soror of the Year in recognition of service, leadership and sisterly relations.
- Program Chair: International Leadership Association Diversity, Equity and Inclusion Summit (2021/2022/2023)
- United Nations WE Empower (ILA) Master Leadership Coach (2019-2020)
- United Nations WE Empower (ILA) Leadership Mentor/Coach (2018-2019)
- Inclusive Behavior Inventory
- Inclusion Competency Inventory
- Strategic Diversity Scholarship Award (2018)
- Intergroup Dialogue Trainer/Coach (IGD)
- Outstanding Scholarship Award – 2015 – 2016

- Lilly Scholarship Award Recipient – 2015 – 2016 Academic Year
- HLC Peer Corps Reviewer – 2015 - Current
- Cultural Intelligence Certified Trainer and Coach-Level I and Level II
- Global Competency Assessment Certified Trainer and Coach
- Intercultural Effectiveness Certified Trainer and Coach
- Aperian Certified Trainer/Coach: GlobeSmart, Global Leadership Assessment, Global Team Assessments
- Lilly Scholarship Award Recipient – 2013 -2014 Academic Year
- Indiana Wesleyan Outstanding Adjunct Faculty Member
- Indiana Wesleyan Outstanding Professional Award
- Indiana Wesleyan CAPS Alumni Award
- Quality Systems Lead Auditor
- International Standards Organization Lead Auditor
- International Standards Organization Certified Trainer/Coach
- Six Sigma Certified Green Belt
- Certified Quality Assessor, Coach and Trainer for ISO Standards, TS Standards and AS Standards

TEACHING AND ADMINISTRATIVE EXPERIENCE

Professor – DeVoe School of Business, Technology, and Leadership, Division of Leadership & Followership Studies – PhD in Organizational Leadership Program, Indiana Wesleyan University, Marion, IN

2015 – Present

Advance Global Leadership Theory
 Globalization and Multiculturalism
 Leadership Seminar and Praxis
 Leadership Development Colloquium
 Literature Review (Wesley Seminary)
 Writing Problem Statement (Wesley Seminary)
 Research Methods (Wesley Seminary)

Dean of the Graduate School – Indiana Wesleyan University, Marion, IN

2014 – 2021

Responsible for developing and overseeing the implementation of policy and procedures for all graduate education at Indiana Wesleyan University that ensures the overall quality of graduate courses across multiple disciplines.

- **Interim Academic Dean – Wesley Seminary** – Indiana Wesleyan University, Marion, IN
 2017 – 2017
 Responsible for ensuring policy and procedures were developed for Wesley Seminary
 Responsible for reviewing new and existing courses for appropriate learning outcomes
 Overseen Academic Affairs meetings

- Developed new doctoral level courses
- **Associate Professor** – School of Service and Leadership, Doctor of Organizational Leadership Program, Indiana Wesleyan University, Marion, IN
2010 – 2015

Taught and/or developed/co-developed the following courses:
 Advance Global Leadership Theory
 Globalization and Multiculturalism
 Organizational Theory & Research
 Adult Development & Organizational Learning
 Leadership Seminar and Praxis

Developing courses in Organizational Learning & Change for Excelsia College, Sydney, Australia for their PhD, Graduate Certificate & MBA program
2016-2016
 - **Assistant Professor** – School of Business and Leadership, Doctor of Organizational Leadership Program, Indiana Wesleyan University, Marion, IN
2008 – 2010

Taught and/or co-developed the following courses:
 Globalization and Multiculturalism
 Organizational Theory & Research
 Adult Development & Organizational Learning
 - **Affiliate Faculty** – College of Graduate Studies, Doctor of Organizational Leadership Program, Indiana Wesleyan University, Marion, IN
2007 – 2008
 - **Adjunct/Affiliate Faculty** – College of Adult & Professional Studies, Indiana Wesleyan University, Marion, IN
1995 – Present

Taught or currently teaching the following classes at Master's Level (MBA/MSM)
 Applied Marketing Management
 Advanced Marketing Management
 Organizational Development and Change
 Motivation, Development and Change
 Human Relations and Organizational Behavior
 Communications in Organizational Settings
 Theory & Practice of Leadership
 Intercultural & Global Issues
 Operations and Strategy

Also teach several business courses in the Bachelor's programs.
 - **Faculty Mentor/Trainer** – College of Adult & Professional Studies, Indiana Wesleyan University, Marion, IN
2000 – 2016

Developed and delivered Doctorate of Organizational Leadership specific adjunct

faculty training
Developed New Faculty Orientation Manual
Coached and mentored new faculty
Taught PowerPoint training for faculty and administration
Collaborated with Administration on how to implement industry standards into higher education

PROFESSIONAL EXPERIENCE

- **Senior Consultant – Diversity, Equity, Inclusion & Belonging**– Kozai Group
2021 – Current
Consult with business (profit/non-profit); higher education institutions, and Boards on developing cultural competence and inclusive competencies using a variety of methods with assessments, group coaching and one-on-one coaching. Also assist leaders and employees in examining the organizational culture in the context of inclusiveness and equity and their readiness for change.

- **Global Quality Systems Manager** – Delphi Electronics & Safety,
(Headquarters) Kokomo, IN
2003 – 2008
Responsible for maintaining our Quality Management System (Technical Spec 16949)
Serve as the Global Competency Leader for Common Quality Systems
Responsible for coordinating global communization across all Delphi Delco sites worldwide (South American, North American, Asia, Europe)
Responsible for Internal/External Audit programs
Provide leadership, coaching & direction for quality improvements.
Lead Customer Satisfaction in support of all global Product Business Units, Delphi Electronics group, & site objectives & goals
Create a Zero Defect Forward mentality
Maintain a safe work environment for all employees
Lead implementation of all Delphi Corporate & Divisional Customer Satisfaction initiatives
Serve as the focal point for communicating procedure changes & customer communications
Maintain and oversee compliance to Delphi Business Systems policies & procedures for U.S. Operations, European and Asian Operations
Maintain TS16949 certifications for all sites
Lead Internal Delphi Electronics Group audits and TS External Audit activities
Lead and manage Delphi Business Systems Task Team and Quality Systems Quality Task Team activities
Communicate Customer Specific Requirements and changes to DBS globally.
Review and revise (as applicable) DE 900 procedures

- **Quality Systems Manager** --- Delphi Electronics & Safety, Kokomo Operations – Kokomo, IN
2003 - 2005
Responsible for maintaining our Quality Management System (TS 16949)
Responsible for coordinating global communization across all Delphi Delco sites worldwide
Responsible for Internal Audit program
Responsible for overseeing our Document and Data Control Program
- **Technical Spec Quality Management Systems Coordinator**, Delphi Electronics &
Safety - Kokomo Operations – Kokomo, IN 2002 - 2003
Coordinated all activities for training, communication and implementation of TS 16949-
Quality Management System
Lead audit activities for TS 16949
Served as a liaison between Operations and Divisional for implementation
- **Quality Systems 9000 Coordinator/General Supervisor** – Delphi Delco
Electronics, Kokomo, IN 1999 - 2002
Served as an internal auditor for Kokomo Operations, communicated QS9000 and
ISO14001 standards to IC Delco and SPM organization, performed process audits for
Kokomo Operations.
Supervisor for Department 869 and 8436
Supported Department 8436 as a General Supervisor
- **Training Representative/Trainer** – Delphi Delco Electronics, Kokomo, IN 1994 - 1999
Developed training for Common Training Information System (CTIS)
Served as a trainer for General Motors for CTIS
Developed UAW/GM Skill Center marketing strategy and overseen the management of the
Skill Center
Responsible for budget and recruitment of contracted instructors
Responsible for procuring all IT needs for Human Resource department
- **Training Supervisor** – Delphi Delco Electronics, Kokomo, IN 1992 - 1994
Responsible for supervising employees for Plant 7/9 and Plant 8 Operations Training
Development
- **Document Control Specialist** – Delphi Delco Electronics, Kokomo, IN 1988 – 1991
Responsible for updating and maintaining all documentation in Wafer Fabrication Area II,
Departments 873 and 8436 as well as facilitating the Change Control Board Meetings
Responsible for analyzing new software for computer systems within Document Control
- **Various Non-Traditional Assignments** – Delphi Delco Electronics, Kokomo, IN
1978 – 1987
Accounts Receivable – Accounting Clerk responsible for Dealer Upgrade
Forecasting/Scheduling – Responsible for phase out of In-house built speakers

Remote Site Shipping – Prepared Shipping Documents and export documents for Mexico and Singapore shipments, GM Assembly Divisions

PUBLICATIONS/PRESENTATIONS

- **Barnes, J.**, (Lead Editor) Stevens, M. J., Ekelund, B. Z., & Perham-Lippman (Eds.). *Building Leadership Bridges, Inclusive Leadership: Equity and Belonging in our Communities*. Emerald Publishing (October 2023)
- **Barnes, J.**, Branch Hall, J., & Grubb, B. – *Leadership Skills: Leading Inclusively with Cultural Humility*. In *Building Leadership Bridges, Inclusive Leadership: Equity and Belonging in Our Communities*. Emerald Publishing (October 2023)
- **Barnes, J.** – *WTC: The Challenge to Create a Culture of Equity, Inclusion, and Belonging*. Case Study. In Reiche, B.S., Stahl, G.K., Mendenhall, M.E., & Oddou, G. (2023). *Readings and Cases in International Human Resource Management* (7th edition). New York: Routledge. August 2023)
- **Barnes, J.** – *SAGE Business Skills, Diversity, Equity, Inclusion & Belonging/Accessibility*. Lead Editors (2022 through 2023)
- **Barnes, J.** – *The Intersection of Inclusion and Belonging: Why we Need Both*. Diversity Roundtable of Central Indiana. Indianapolis, IN, November 16, 2022
- Cartwright, C., & **Barnes, J.** – *Inclusion Competencies: Elevating the Mindset and Behaviors to Engage Culture and Transform Society*. SeitarUSA Conference Omaha, NE, November 6, 2022
- **Barnes, J.**, Stevens, M., Grubb, G., & Hall, J. B. – *Cultural Humility: Catalyzing the Development of Healthcare Professionals for Inclusive Leadership Practices*. International Leadership Association Global Conference. Washington DC, October 2022
- **Barnes, J.**, & Resendez, M. – *Language: Recognizing the Impact of Words on Women's Mobility in the Workplace*. International Leadership Association Global Conference. Washington DC, October 2022
- Rosser-Mims, D., de Castro Calderinha, **Barnes, J.**, Howe-Walsh, L., Egan, C., & Perham-Lippman. *Wise Inclusive Leaders: Catalysing Leadership Development to Globally Support Diversity, Inclusion, & Equity*. International Leadership Association Global Conference. Washington DC, October 2022

- Stevens, M., **Barnes, J.**, & Cartwright, C. – *Flipping the Frame on Inclusion: From Deficit to Competency*. National Conference on Race & Ethnicity in Higher Education (NCORE) June, 2022
- Anderson-Johnson, A., Basteel, B., & **Barnes, J.** – *Creating Conditions for a Diverse and Inclusive Workplace*. International Leadership Association Global Conference. Geneva, Switzerland, October 2021
- Patrick, S., Getz, C., Arber, N., **Barnes, J.**, & Lazarus, S. – *Generational Leadership: Continuing the Legend and Paying it Forward*. International Leadership Association Global Conference. Geneva, Switzerland, October 2021
- Egan, C., Madsen, S., Longman, K., Castellion, A., Walker, J., & **Barnes, J.** – *Women’s Leadership through a Spiritual Lens: How Worldviews Influence Leader Identity and Aspirations*. International Leadership Association Global Conference. Geneva, Switzerland, October 2021
- **Barnes, J.** *Developing Cultural Competence*. SAGE Business Skills October 2021
- Bird, A., Osland, J., **Barnes, J.**, Stevens, M., Grubb, B. – *Diversity, Equity, and Inclusion: The Battle Facing Organizations – Equality versus Equity*. International Leadership Association Diversity, Equity, and Inclusion Summit. October 2021
- **Barnes, J.** - *Shared Equity Leadership: Conversation with Dr. Adrianna Kezar (moderator)*. International Leadership Association Diversity, Equity and Inclusion Summit. July 2021
- **Barnes, J.** – *Flipping the Switch: Who Am I*. Keynote presentation. Human Resource Association of the Midlands – Diversity and Inclusion Symposium. May 2021
- **Barnes, J.**, & Grubb, B. – *How Leaders Use Intersectionality to Foster Inclusion and employee Engagement in the Workplace (Workshop)*. 22nd Annual International Leadership Association Global Conference, Leading at the Edge. San Francisco, CA (Virtual) November 2020
- Osland, J, **Barnes, J.**, Howe-Walsh, L., Kirk, S., & Zemrani, A. – *Is Everyone Aware of the Game? The Ethical Dilemma of Utilizing Impression Management as a Leader (Panel)*. 22nd Annual International Leadership Association Global Conference, Leading at the Edge. San Francisco, CA (Virtual) November 2020
- **Barnes, J.**, Kennedy, E., & Menefee-Reed, A. – *Do You See What I See? Leading from an Unknown Identity (Panel)*. 22nd Annual International Leadership Association Global

Conference, Leading at the Edge.
San Francisco, CA (Virtual)

November 2020

- **Barnes, J.** – *Middle Eastern Women Entrepreneurial Leaders Thriving During Crisis* (Spotlight Session Chair). 22nd Annual International Leadership Association Global Conference, Leading at the Edge.
San Francisco, CA (Virtual) November 2020
- **Barnes, J.**, & Resendez, M. – *Using Design Thinking to Address Unconscious Gender Bias and Structural Barriers in the Workplace* (Workshop, Virtual Conference). International Leadership Association, 5th Women and Leadership Conference: Capacity Building, Knowledge Sharing, Intergenerational Network-Leading Differently
Albany, NY (Virtual) June 2020
- Bird, A., **Barnes, J.**, Howe-Walsh, L., Kirk, S., & Cartwright, C. – *The Courage of Reflective Practice in Global Leadership Education* (Panel Presentation). 21st Annual International Leadership Association Global Conference
Ottawa, Canada October 2019
- **Barnes, J.**, Grubb, B., & Perruci, G. – *The Complexities of Global Leadership: Crisis, Non-Crisis, and Global Diversity & Inclusion* (Panel Discussion). 21st Annual Global International Leadership Association Conference
Ottawa, Ontario October 2019
- **Barnes, J.**, Grubb, B., & Castleman, C. – *Navigating the Intersections of Online Adjunct Faculty and Leadership: The Courage to Lead with Integrity* (Workshop) 21st Annual Global International Leadership Association Conference.
Ottawa, Canada October 2019
- **Barnes, J.**, Daniels, E. A., & Godette, M. L. – *Lifting as We Climb: Mentoring Women in Academic Leadership* (Panel Presentation). International Leadership Association 4th Women and Leadership Conference
Scotts Valley, CA June 2019
- Howe-Walsh, L., & **Barnes, J.** – *Overcoming the Roadblocks to Advancing Women in Leadership: Impression Drives the Change* (Workshop) International Leadership Association 4th Women and Leadership Conference
Scotts Valley, CA June 2019
- **Barnes, J.**, & Grubb, B. – *Creating Inclusive Cultures through Intergroup Dialogue & Unconscious Bias Recognition* (Research Presentation). Association of American Colleges & University (Diversity, Learning, and Student Success Conference)

Pittsburg, PA

March 2019

- **Barnes, J.** – *Developing Young Entrepreneurial Leaders to Recognize Unconscious Bias* (Keynote). Kokomo CEO Leadership Summit
Kokomo, IN March 2019
- **Barnes, J.,** & Butler, T., & de Castro Calderinha, C. – *Women and Authentic Leadership: Moving Through Cultural Barriers to Facilitate Positive Change*
20th Annual International Leadership Association Global Conference
West Palm Beach, FL October 2018
- **Barnes, J.,** & Resendez, M. – *Intersectionality as a Catalyst to Leadership Identities*
20th Annual International Leadership Association Global Conference
West Palm Beach, FL October 2018
- Bird, A., Howe-Walsh, L., **Barnes, J.,** & Cartwright, C. T. – *Times Up! How Do We Ensure That Our Leaders Are Equipped to Lead a Globally Diverse Workforce?*
20th Annual International Leadership Association Global Conference
West Palm Beach, FL October 2018
- **Barnes, J.** – *Mentoring with Emotional Intelligence: Benefiting the Mentor and Mentee Relationship*. The 2018 Intentional Women and Leadership Conference
Kokomo, IN September 2018
- **Barnes, J.,** & Grubb, B. A. – *Intergroup Dialogue (IGD): Creating Processes for Courageous Conversations to Remove Implicit Bias*. (Research Workshop).
International Leadership Association Next Generation Leadership Regional Conference
Pretoria, South Africa May 2018
- Bird, A., Osland, J., Liu, L. A., Cartwright, C., & **Barnes, J.** – *Global Leadership Development: Models and Best Practice* (Symposium). 19th Annual Global International Leadership Association Conference, Brussels, Belgium October 2017
- **Barnes, J.,** Bird, A., Cartwright, C., & Grubb, B. – *Using Intercultural Competencies to Remove Unconscious Bias When Leading*. (Research Workshop). 19th Annual Global International Leadership Association Conference, Brussels, Belgium October 2017
- **Barnes, J.,** Svickova, K., Sealy, R., Varchavsky, N., & Schumacher, D. – *Accelerating Technological Change and Hyper-connectivity in Women's Future Leadership*. (Panel Discussion). 1st Women and Leadership Transatlantic Dialogue,
Brussels, Belgium October 2017

- **Barnes, J.** – *Characteristics of Women as Servant Leaders*. (Presentation). Intentional Women’s Leadership Conference, Kokomo, IN September 2017
- Resendez, M., & **Barnes, J.** – *Our Identities and Intersections: Propelling Our Whole Self to Success*. (Presentation). 2017 Women and Leadership Conference, New York, NY June 2017*
*Researched, co-developed presentation, did not present due to family emergency
- **Barnes, J.**, & Grubb, B. – *Authenticity, Intelligence, and Inclusion: Leaders’ Authenticity and its Impact on Organizational Success*. (Presentation). 2017 Tobias LEAD Conference, Indianapolis, IN April 2017
- **Barnes, J.** – *Graduate Assessment: Collaboration Across Disciplines* (Presentation). Midwestern Association of Graduate Schools Conference, Indianapolis, IN April 2017
- Hammons, S., & **Barnes, J.** – *The Role of Adjunct (Contingent) Faculty in the Accreditation Process*. (Presentation). Higher Learning Commission (HLC) 2017 Annual Conference, Chicago, IL April 2017
- **Barnes, J.** - *Climbing the Stairs to Leadership: Reflections on Moving Beyond the Stained-Glass Ceiling*. *Journal of Leadership Studies*, 10(4) Winter, 2017
- Booyesen, L., Freymann-Miser, M., **Barnes, J.**, Porter, J., & Love, C. – *Just Lean In: How WEIRD is that?* (Presentation) - International Leadership Association Conference, Atlanta, GA November 2016
- **Barnes, J.**, Resendez, M., & Grubb, B. - *Culture Jamming: Removing Barriers by Developing Inclusive Leaders and Organizational Cultures*. (Presentation). International Leadership Association Conference, Atlanta, GA November 2016
- **Barnes, J.**, & Hammons, S. - *Assessments and Adjuncts: What They Don’t Know About Assessment and Why*. (Keynote Presentation) – 2016 Assessment Institute, Indianapolis, IN October 2016
- **Barnes, J.** – *The Executive Leadership Team*. (Case Study in Leadership Case Studies in Education, Sage Publication) 2016
- **Barnes, J.**, & Grubb, B. - *Removing the Blind Spot: How Administrative Leaders Prepare Faculty to be Culturally Inclusive in Online Environments*. (Presentation) - 2016 Tobias Leadership Conference; The Randall L. Tobias Center for Leadership Excellence – Indianapolis, IN April 2016

- **Barnes, J.**, & Hammons, S. - *Assessments, Accreditation, and Adjuncts: The Role of Adjunct Faculty in Assuring Assessment Criteria are Met.* (Presentation) – 2015 Assessment Institute, Indianapolis, IN October 2015
- **Barnes, J.**, & Johnson, R. B., - *Leading Across Borders: Perceptions of Western-based Assessment Models in Other Cultures.* (Presentation) - International Leadership Association 2015 Annual Global Conference, Barcelona, Spain October 2015
- Cartwright, C., **Barnes, J.**, & Grubb, B. - *Developing Leaders in Higher Education to Cross Borders & Generations.* (Presentation) - International Leadership Association 2015 Annual Global Conference, Barcelona, Spain October 2015
- **Barnes, J.**, Villalobos, A., & Grubb, B. - *Beyond Culture Shock: Becoming Culturally Competent & Effective Global Leaders Across Borders.* (Presentation) – International Leadership Association 2015 Annual Global Conference, Barcelona, Spain October 2015
- Grubb, B., & **Barnes, J.** - *Authentic & Culturally Intelligent Leaders: Inclusiveness Across Generations in Academic Institutions.* (Presentation) - International Leadership Association 2015 Annual Global Conference, Barcelona, Spain October 2015
- **Barnes, J.**, & Resendez, M. - *Empowering Minority Women in Behavioral Healthcare Leadership.* (Presentation) - Women and Leadership Conference in Association with the International Leadership Association (ILA). Asilomar, CA June 2015
- **Barnes, J.** - *Women Leading Globally through the Lens of Cultural Intelligence* (Book Chapter in *Women in Global Leadership*, Information Age Publishing) February 2015
- Allen, S., Longman, K., Hyatt, L., & **Barnes, J.** - *Emerging Doctoral Pedagogies in Technologically-Mediated Leadership Programs.* (Referred Paper) – International Leadership Association 2014 Annual Global Conference October 2014
- Gaines, K., Santana, L., & **Barnes, J.** - *Collective Leadership Capacity: Developing leadership AND leaders.* (Presentation) - International Leadership Association 2014 Annual Global Conference October 2014
- **Barnes, J.**, & Grubb, B. - *Administrative Leadership Styles, Cultural Intelligence (CQ), and Its Impact on Internationalization within US Universities Cross Transferability.* (Presentation) – Association of International Education Administrators Annual Conference Washington, D.C. February 2014
- **Barnes, J.**, Johnson, R. B., & Buko, S. - *The Transferability of Cultural Intelligence Theory in the Ukraine* (Refereed Paper) International Leadership Association 2013 Annual Global Conference October 2013

- **Barnes, J.** - Advances in Global Leadership Symposium: Peer Reviewer, *Advances in Global Leadership*, Volume 8. Orlando, Florida August, 2013
- **Barnes, J.** - *Leading with the mind: Being intelligent and effective in a multicultural world.* (Presentation). Women and Leadership Inaugural Conference in Association with the International Leadership Association (ILA). Asilomar, CA June 2013
- **Barnes, J.**, & Buko, S., Johnson, R. B., & Kostenko, N. Through the looking glass: Do Western leadership assessments work in cross-cultural contexts? (Presentation). International Leadership Association (ILA). Denver, CO October 2012
- Bird, A., **Barnes, J.**, & Linville, M. *Intercultural assessments: Preparing leaders to narrow the cultural divide?* (Presentation) Co-presenter with Allan Bird and Michael Linville (ILA). Denver, CO October 2012
- Booyesen, L., & **Barnes, J.** - *Race and gender disparity in management: A comparison between the USA and South Africa.* (Presentation). International Leadership Association (ILA) October 2012
- **Barnes, J.** - *Corporate Leadership Council Human Resources: The Global Leader.* (Contributor) (Publication) April 2012
- **Barnes, J.**, & Grubb, B. - *Catching the Rainbow: Developing Skills for Adjunct Faculty Working with Ethnically-Diverse Student Populations.* (Presentation). The Randall L. Tobias Center for Leadership Excellence – Multi-Sector Forum, Colorado Springs, CO February 2012
- **Barnes, J.**, McComas, A., Grubb, B., Townsend, M., & Trumbull, G. - *Leading/Teaching Across Borders: What Educators, Universities and Administrators need to know in developing intercultural competence/effectiveness in a changing, diverse world.* (Presentation) International Leadership Association (ILA) – London, England October 2011
- **Barnes, J.** - *Cultural Intelligence: Preparing Today's Leaders for a Diverse Ever-changing World.* (Presentation). - The Randall L. Tobias Center for Leadership Excellence – Multi-Sector Forum, Indianapolis, IN March 2011
- **Barnes, J.** - *International Teams and Technology: The impact of technology on virtual/distal team cohesiveness and effectiveness.* (Presentation) International Leadership Association (ILA) Boston, MA October 2010
- **Barnes, J.** - Coaching and Developing Leaders for the 21st Century (Presentation/Coaching Panel) International Leadership Association (ILA). Boston, MA October 2010
- **Barnes, J.** - *Successful Evaluation of Chinese Women Leaders in MNCs in China: Why Understanding Culture is an Important Variable in the Assessment Process.*

(Presentation). International Leadership Association,
Prague, Czech Republic

November 2009

- **Barnes, J.,** & Drury, S. - The Impact of Culture on Chinese, Chinese-American, and American Women Working in China (Publication)
Building Leadership Bridges: Portraits of the Past, Visions for the Future January 2009
- Ludden, V. Johnson, R. B., Drury, S., **Barnes, J.,** Freemyer, J., & Beuthin, T. - Reflections on Organizational Leadership: An Integrated Model for Application,
The Randall L. Tobias Center for Leadership Excellence – Multi-Sector Forum,
Indianapolis, IN March 2009
- **Barnes, J.** - Impact of Culture on Chinese, Chinese-American & American Women
(Presentation). International Leadership Association, Los Angeles, CA November 2008
- **Barnes, J.** - *The Importance of Mentoring.* (Keynote Presentation). – Taylor University,
Upland, IN October 2006
- **Barnes, J.** - *Marketing Yourself for Success.* (Presentation) – Federal Women's Seminar,
Indianapolis, IN August 2006
- **Barnes, J.** - *We're Not the Center of the Universe* (Presentation) – Regent University
Servant Leadership Roundtable August 2003
- **Barnes, J.** - Diversity in the Classroom – Indiana Wesleyan University, Marion, IN
August 1999

DISSERTATIONS/THESIS WORK & PEER REVIEWER

- International Leadership Association Peer Reviewer - 2009 – Current
 - Reviewed Proposals for the following leadership tracks:
 - Business Leadership
 - Conference Theme
 - Leadership Development
 - Women and Leadership
- Dissertation Chair for the Following Graduates:
 - Kaiser, Gail (quantitative) – graduated 2010
 - Rajanayakam, John (quantitative) – graduated 2010
 - Linville, Michael (quantitative) – graduated 2012
 - MacDonald, Carla (quantitative) – graduated 2012
 - Smith-Staley, Charlesetta (quantitative) – graduated 2012
 - Burgan, Diane (mixed methods) – graduated 2013
 - Chmiel, Helen (quantitative) – graduated 2013

- Filler, Karen (quantitative) – graduated 2013
 - Koppenhoefer, Cara (quantitative) – graduated 2013
 - McComas, Amy (quantitative) – graduated – August 2014
 - Grubb, Brad (quantitative) - graduated – December 2014
 - Resendez, Misty (quantitative) – graduated – December 2014
 - Pohl, Mark (mixed methods) – graduated – April 2015
 - Villalobos-Salgado, Andres (mixed methods) – graduated – April 2016
 - Harrison, Todd (Dan) (quantitative) – graduated – April 2016
 - Elwell, Timothy (mixed methods) – graduated – April 2016
 - Townsend, Mindi (quantitative) – graduated – December 2016
 - Bates, Celesta (qualitative) – graduated – December 2018
 - Ryder, Tajwana (qualitative) – graduated – December 2019
 - Shaffer, Jason (qualitative) – graduated – December 2019
 - Menefee, Alexandra (qualitative) – graduated – August 2021
 - Terry, Joyce (mixed methods) –graduation – Received Master Arts in Advanced Leadership Studies
 - Kain, Ruth (mixed method) –graduated – December 2021
 - Payne, Andre (qualitative) – graduated – December 2022
 - Butler, Takako (mixed method) – graduated – December 2022
 - Davis, Jillian (quantitative) – graduated – December 2022
 - Godby, Jeremiah (quantitative) –graduated – December 2022
 - Sharp, Gretta (qualitative) – graduated – December 2022
 - Fielder, Guisepppe (qualitative) – graduated – April 2023
 - Lochbaum, Christina (quantitative) – graduated – April 2023
 - Tuman, Diana (quantitative) – graduated – April 2023
 - Kennedy, Erica (qualitative) – graduated – December 2023
- Dissertation Committee Member for the Following Graduates:
 - Widmann, Bruce Scott (quantitative) – graduated – August 2013
 - Hall, Holly (quantitative) – graduated - April 2016
 - Phelps-Jones, Tara (mixed methods) – graduated – April 2016
 - Rownd, Carol (mixed methods) – graduated – April 2017
 - Balascio, Jennifer (quantitative) – graduated – April 2017
 - MaGee, Tamiko (mixed methods) – graduated – April 2018
 - Schramm, Gwyn (mixed methods) – graduated – December 2023
 - Agyapong, Dominic (mixed methods) – graduated – December 2023

COMPUTER SKILLS

- All Office (Windows and Apple) Programs
- Adobe Connect and other conference software
- NVivo – Qualitative Analysis Software
- SPSS – Quantitative Analysis Software
- Various Learning Management Systems

PROFESSIONAL MEMBERSHIP/SERVICES

- International Leadership Association, DEIBA Conference Chair – 2021, 2022, 2023
- International Leadership Association 5th Women and Leadership Conference Chair – June 2020
- International Leadership Association 5th Women and Leadership Conference Proposal Reviewer – June 2020
- International Leadership Association United Nations WE Empower Master Leadership Coach for UN WE Empower Winners and ILA Coaches 2019 - 2020
- International Leadership Association United Nations WE Empower Leadership Coach for UN Winner from Jordan– 2018 - 2019
- International Leadership Association – Board Member – 2018 - Current
- Houghton College (Houghton, NY) – Board of Trustees – 2016 – Current
- Editorial Board: Studies in Changing Societies Journal – 2017 - Current
- Editorial Board: Advances in Global Leadership Volume Series – 2016 – Current
- Editorial Board: Journal of Social Justice in Adult Education – 2015 - Current
- Midwestern Association of Graduate Schools – Member – 2014 – 2021
- International Leadership Association: Women and Leadership Executive Leadership Board Member – 2018 – Chair
- International Leadership Association: Women and Leadership Executive Leadership Board Member – 2017 – Chair-elect
- International Leadership Association: Women and Leadership Executive Leadership Board Member – 2014 - Current
- International Leadership Association: Membership Engagement Committee – 2013 - Current
- Association of International Education Administrators – Member – 2012 - Current
- International Leadership Association – Immediate Past Chair – Business Leadership Member Interest Group - 2012
- International Leadership Association – Chair – Business Leadership Member Interest Group - 2011
- International Leadership Association – Chair – Business Leadership Member Interest Group - 2010
- International Leadership Association – Chair Elect – Business Leadership Member Interest Group - 2009
- Alpha Kappa Alpha, Omicron Phi Omega Graduate Chapter – Kokomo, IN – Vice President, Parliamentarian

SERVICE

Academic

- Faculty Relations Committee – 2023 -
- Faculty Senate School Representative – 2022 - 2024
- Graduate Council – 2014 to 2021
- Graduate Operations – 2014 to 2016
- University Academic Leadership Council – 2014 to 2021
- University Assessment Council – 2014 to current
- University Global Initiative Council – 2014 to 2021
- Martin Luther King, Jr. Task Force/Celebration Committee Chair – 2013 - 2021
- Lilly Educational Collaborations Initiative Proposal Member 2012-2013

SBL Faculty Advisory Task Force 2012 – 2013
Midwest Scholars Committee 2011 - 2013
 Proposal Review Committee Lead – 2011
 Site Selection Lead – 2012
University Technology Committee – 2012 - Current
Scholarship Committee – 2011 – 2021
Student Affairs Committee – 2011 - 2013
Graduate School of Leadership – Faculty Retreat Committee – 2011 – 2021
Multicultural Enrichment Council – 2010 to current
Faculty Senate Representative (College of Graduate Studies) 2009 – 2010
Faculty Senate Recording Secretary, 2009 - 2010
International MBA (Singapore) Curriculum Review Task Team 2009
Master's Program Evaluation Task Team 2009

Community

American Cancer Society – Howard County Board Relay For Life (Howard County) – 2012 – 2015
Publicity Chair/Team Captain (2012 – 2013)
American Cancer Society – Relay For Life (Howard County) – Team Captain (1999 – Current)
American Cancer Society – Relay For Life (Howard County) – Fundraising 2013 - 2014
Building Bridges Outreach – Children's Mentor (Howard County) – 2009 through 2020
Howard County Community Foundation – Board Member – 2013 – 2015
Rev Dr. Martin Luther King, Jr. Memorial – Howard County Co-chair – 2013 – 2017
Rev Dr. Martin Luther King Jr. Alpha Kappa Alpha, Inc., Omicron Phi Omega & IU-Kokomo Celebration co-chair – 2020, 2021
Oakbrook Community Church: 2008 -2020
 Upstreet (Children's ministry) – Lay small group leader/training
 Upstreet (Children's ministry) – Team lead for new families
 Springhill Camp – food coordinator
Bridgeway Church, Kokomo, IN:
 Member of Church Elder Board: 2022 - 2026
 Table group Leader (e.g., Bible study): 2020 - Current