

KHARA KINKADE, M.Div., Th.M., Ph.D.
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SUMMARY

Assistant Professor: Campbellsville University, Carver School of Social Work.

Adjunct Professor: Campbellsville University, School of Social Work; School of Theology

Director of Education and Counseling, Marriage and Family Therapy, Repha'EL Center

Executive of nonprofit urban organization, with record of increasing funding by 758%, recruiting, training and retaining staff to serve over 5,000 clients

Organization Development Officer: Corporate Training; Executive Coaching; Organizational Management; Organizational Psychology

Educated in Eastern United States with professional specialties in College Student Personnel, Organization Development, Leadership Studies, Education and Counseling Psychology, and Psychology of Religion. Women's Studies Certificate.

EDUCATION

Doctorate of Philosophy, 2003

University of Louisville
College of Education and Human Development
College Student Personnel
Education and Counseling Psychology
University of Louisville Fellowship 1998-2002
Dissertation "The Association of Self-Leadership and Coping Style"

Ph.D.

Master of Theology, 1999

Psychology of Religion
The Southern Baptist Theological Seminary
Thesis "A Pilot Case Study of Fowler's Faith Development Interview"

Th.M.

Master of Divinity, 1996

Psychology of Religion
The Southern Baptist Theological Seminary

M.Div.

Bachelor of Arts 1993

English Literature
Asbury College
Bachelor of Arts Cum Laude

B.A.

University of Timisoara 1989-1990

School of Philology



PROFESSIONAL EXPERIENCE

HIGHER EDUCATION TEACHING

Assistant Professor, Carver School of Social Work

Adjunct Professor:

- Midway University**
- Midway University Online (E-Learning)**
- Indiana Wesleyan University**
- Indiana Wesleyan University Online (Blackboard)**
- Campbellsville University**
- Campbellsville University Online (Moodle)**
- McKendree University**
- McKendree University Online (Blackborad)**
- University of Phoenix, Greater Louisville Campus**
- University of Phoenix, Greater Louisville Campus FlexNet**
- University of Phoenix Online (OE)**
- Strayer University Louisville Campus**

Campbellsville University 2014-present:

Learning and Behavior Modification (PSY 311 Louisville Campus, January, 2014)
Cultural Competencies (COU 570 Online August, 2014, January 2015, August 2015, January 2016)
Cultural Competencies (MFT 570 August 2016, August 2017)
Cultural Competencies (SWK 570 May 2016, May 2017, October 2017)
The Child and Adolescent (COU 624 Online August, 2014, August 2015)
Issues and Ethics in the Helping Professions (SWK 581 Online, March 2014, 2015, 2016)
Human Development (SWK 320 January 2018)
Human Diversity (SWK 370, January 2018)
Human Development (SWK 520 May 2018)

Courses taught for all six universities 2003-2008:

Religions of the World (REL 320 03LV) Course Development Winter 2006
Religions of the World (REL 320 03IV) Spring 2006, Spring 2006, Spring 2006, Fall 2006, Fall 2006
Marriage and the Family (SOC/260) Winter 2005, Fall 2006
Psychology Applied to Modern Life (PSY 152) Spring 2007, 2008
Learning Theory and Behavior Modification, (PSY/311) Spring 2006
Human Development and Learning Theory (PSY/320) Summer 2005, Spring 2006
Introduction to Psychology (PSY/111), Spring 2005, Spring 2006
Introduction to Psychology (PSY/153) Fall 2005, Spring 2006
Personality Psychology (PSY/250) Spring 2007, 2008
Principles of Sociology (SOC/150) Spring 2006, 2008
Motivation, Development and Change, Course Development (MGT/540) Fall 2006
Gender Issues in Management (OM/408) Summer 2005, Summer 2006
Human Relations and Organizational Behavior (ORG/502) Spring 2007
Health and Well Being (IWU, 2008)
Organizational Psychology (PSY/428) Spring/Summer/Fall 2006
Organizational Development (MGT/545) Spring 2005, Spring 2006, Summer 2006, Fall 2006
Organizational Development (ADM/549/545) Fall 2005, Spring 2006



Organizational Ethics (OM/452) Course Development
Organizational Ethics (OM/452) Online Summer 2006
Organizational Ethics (OM/452) Summer 2004, Fall 2005, Spring 2006, Summer 2006
Organizational Design (OM/452) Summer 2003, Spring 2004, Summer 2004, Fall 2004, Winter 2004
Organizational Communications (OM/313), Fall 2004
Organizational Behavior (CU/OM 305) Fall 2006
Group and Organizational Behavior (OM/305) Summer 2003, Spring 2004, Summer 2004, Fall 2004, Spring 2005, Fall 2006
Industrial and Organizational Psychology (PSY/405) Spring 2005
Managerial Ethics (MGT/525) (Blackboard) Summer 2004, Fall 2004, Spring 2005, Spring 2005, Summer 2005, Spring 2006, Spring 2006, Summer 2006
Managerial Ethics (MGT/525) Winter 2005
Business Ethics (BA/384) Fall 2004, Spring 2005, Spring 2006
Management of International Business (ADM/549) Spring 2004, Summer 2004, Fall 2004, Winter 2004
International Issues in Business (MGT/460) Fall 2004
Human Relations and Organizational Behavior (MSM/170) Spring 2005, Summer 2005, Summer 2005

University of Phoenix

Emotional Intelligence (PSY/301) Winter 2006
Human Relations and Organizational Behavior (ORG/502), Summer 2005 FlexNet
Transformational Leadership (MBA/520) Winter 2006
Transformational Leadership (MMPBL/520) Winter 2006
Organizational Psychology (PSY/428) Spring 2006, Summer 2006, Fall 2006, Winter 2006
Introduction to Psychology (PSY/200) Winter 2004, Fall 2005, Fall 2005, Spring 2006
Psychology of Personality (PSY/250) Fall 2004, Winter 2004, Spring 2006, Fall 2006
Human Motivation (PSY 320) Fall 2004, Fall 2004, Winter 2004, Winter 2006
Introduction to Effective Written Communication (COMM/105), Fall 2004, Spring 2005
Skills for Professional Development (GEN/300) Spring 2005
Skills for Lifelong Learning (GEN/101) Fall 2004, Spring 2005

University of Louisville (Teaching Internship)

Sex, Gender and Culture, Fall 1999
Humanity's Perspectives on Sex Roles, Fall 1999
Introduction to Counseling, Spring 1999, Summer 1999
Theories of Counseling and Psychotherapy, Summer 1999

The Southern Baptist Theological Seminary (Teaching Internship)

Marriage and Family Counseling, 1998
Psychology and Theology of Family Relations, 1998
The Ministry of Pastoral Care, 1998
Pastoral Care in Human Crisis, 1998
Formation for Ministry, 1999
Pastoral Care with Addicted Persons, 1999
Religious Dimension of Personality, 1999



Training Other Faculty/Helping Professionals (UOPHX, Campbellsville University, Reph'EI)

Emotional Intelligence, UOPHX Spring 2006

APA, Campbellsville University Fall 2005

European Grant Writing, Reph'EI Christian Counseling Center Spring, Summer, Fall, Winter 2008-2013

Every Second with God, Reph'EI Christian Counseling Center, Spring, Summer, Fall, Winter 2008-2013

Counseling on Refugee Matters, Reph'EI Christian Counseling Center, Summer, Fall, Winter 2015-2016

The Ministry of Malcolm Smith, Reph'EI Christian Counseling Center, Summer, Fall, Winter 2015-2016

Continued Personal Development and Education

MFT through Malcolm Smith's Theology, (2015, 2016 Reph'EI Christian Counseling Center Staff CU)

Impact of EU Refugee Crisis on MFT, (2015, 2016 Reph'EI Christian Counseling Center Staff CU)

New Covenant Marriage and Family Therapy, (2015, 2016 Reph'EI Christian Counseling Center Staff)

Marriage and Family Counseling (2013, Reph'EI Christian Counseling Center Staff CU)

Faculty Development (2013) Campbellsville University Moodle Course Development

Faculty Development, (2005) Midway College, E-Learning Training

Faculty Development, (2005) Campbellsville University

Faculty Development, (2005) University of Phoenix Online

Faculty Development, (2005) University of Phoenix FlexNet

Faculty Development, (2005) Indiana Wesleyan University, Project Teams

Faculty Development, (2005) University of Phoenix Online

Faculty Development, (2004) Indiana Wesleyan University, Blackboard Training

Faculty Development, (2004) University of Phoenix

Faculty Development, (2004) Indiana Wesleyan University

Faculty Development, (2004) Midway College

Leadership for a Changing Community, (2003) Center for Nonprofit Excellence

The Energy of Excellence, (2002) Center for Nonprofit Excellence

Developing and Making your Case, (2002) Center for Nonprofit Excellence

Volunteer Management, (2002) Center for Nonprofit Excellence

Making your Case, (2002) Center for Nonprofit Excellence

Board Governance, (2002) Center for Nonprofit Excellence

Strategic Partnerships, (2002) Center for Nonprofit Excellence

Global Stewardship, (2002)

Total Environmental Education, (2002) NAAEE

Grantsmanship Training, (2002) The Grantsmanship Center

Social Entrepreneurship, (2001) Learning Institute for Nonprofit Organizations

The Courage to Lead, (2000) Drucker Foundation,

Strategic Planning, (2000) Learning Institute for Nonprofit Organizations

Ethics and Leadership Seminar, (1997) Eastern Kentucky University

Medical Ethics Conference, (1997) University of Louisville School of Medicine

The Hospice Annual Teleconference, Lexington (1997)

Annual Conference on Aging, (1996) University of Kentucky



ORGANIZATIONAL MANAGEMENT AND ADMINISTRATION

- **Executive Director**, HMCL, 1997-2007

Fiscal management, financial planning, program development, administration and operations management, fundraising; professional networking and representation, membership in Community Ministries. Directed and developed all organization's policies and guidelines; increased funding by 758%, increased membership by 11%, managed volunteer staff to serve over 5,000 clients, wrote over 180 grant proposals, over 200 formal reports to funders and Board of Directors; press releases, all formal correspondence. Managed organization's day-to-day functioning, volunteer staff schedules, job descriptions, staff training, and insurance. Supervised interns and practicum students. Generated client statistics for program reports and evaluations, created surveys and instruments.

- **Organization Development Officer**, Impact Environmental Education, 2000-2005; 2009

Responsible for training lead staff on topics related to organizational leadership, ethics, management, organizational development, organizational behavior, international business relationships and communication, organizational change, decision making, writing organizational documents, strategic planning, building organizational budgets, negotiation skills, motivation in organizations, corporate culture, the learning organization, board development.

- **Clinical Pastoral Education**, 1995-1997 Central Baptist Hospital; Baptist East

Pastoral care and counseling with patients, families and staff. Supervision of practicum students, group facilitation, clinical assessments and reports, on-call emergency room counseling.

CORPORATE TRAINING/EXECUTIVE COACHING

Corporate Training/Executive Coaching On Location 2000-2009 Impact Environmental Education

Corporate Training/Executive Coaching: Organization Development, Amsterdam, Berlin 2009
Corporate Training/Executive Coaching: Organization Development, Chicago 2005 (1, 2, 3 and 4)
Corporate Training/Executive Coaching: Organization Development, Chicago 2004
Corporate Training/Executive Coaching: Organization Development, Washington D.C. 2004
Corporate Training/Executive Coaching: Organizational Change, Seattle 2004
Corporate Training/Executive Coaching: Motivation in Organizations, New York 2004
Corporate Training/Executive Coaching: Principles of Management, Chicago 2003
Corporate Training/Executive Coaching: Organization Development, Philadelphia 2003
Corporate Training/Executive Coaching: Organization Development, Pittsburg 2003
Corporate Training/Executive Coaching: Business Ethics, Miami 2003
Corporate Training/Executive Coaching: Business Ethics, Seattle 2003
Corporate Training/Executive Coaching: Organizational Change, New York 2003
Corporate Training/Executive Coaching: Organizational Change, Portland 2003
Corporate Training/Executive Coaching: Human Relations in Organizations, New York 2003
Corporate Training/Executive Coaching: Models of Organizational Decision Making, New York 2003
Corporate Training/Executive Coaching: Business Communication, Portland 2003
Corporate Training/Executive Coaching: Organizational Culture and Behavior, Seattle 2003

Corporate Training/Executive Coaching: Organizational Design, Washington D.C. 2003
Corporate Training/Executive Coaching: Writing Strategic Organizational Documents, Philadelphia 2003
Corporate Training/Executive Coaching: International Networking Strategies, New York, 2003
Corporate Training/Executive Coaching: Organization Development, Pittsburg 2003
Corporate Training/Executive Coaching: Organizational Change, Portland 2003
Corporate Training/Executive Coaching: Business Ethics, Alaska, Denali 2002
Corporate Training/Executive Coaching: Models of Organizational Decision Making, Denver 2002
Corporate Training/Executive Coaching: Models of Organizational Decision Making, New York 2002
Corporate Training/Executive Coaching: Writing Business Proposals, South Beach 2002
Corporate Training/Executive Coaching: Writing Strategic Organizational Documents, Pittsburg 2002
Corporate Training/Executive Coaching: Negotiation Skills, Philadelphia, 2002
Corporate Training/Executive Coaching: Organizational Culture and Behavior, New York 2002
Corporate Training/Executive Coaching: Human Relations in Organizations, San Francisco 2002
Corporate Training/Executive Coaching: Organizational Design, Seattle 2002
Corporate Training/Executive Coaching: Leadership for Strategic Advantage, Washington, D.C., 2002
Corporate Training/Executive Coaching: Organizational Decision Making, South Beach 2002
Corporate Training/Executive Coaching: Business Communication, Seattle 2002
Corporate Training/Executive Coaching: Business Communication, Washington, D.C. 2002
Corporate Training/Executive Coaching: Business Communication, Denver 2002
Corporate Training/Executive Coaching: Basics of Nonprofit Financial Management, Philadelphia 2001
Corporate Training/Executive Coaching: The Use of Statistical Reports for Budget Management, 2001
Corporate Training/Executive Coaching: Politics, Power and Conflict in Organizations, New York 2001
Corporate Training/Executive Coaching: Management of Nonprofit Corporations, Vermont, 2001
Corporate Training/Executive Coaching: Nonprofit Board Development, Vermont 2001
Corporate Training/Executive Coaching: Strategic Planning, San Francisco 2001
Corporate Training/Executive Coaching: Organizational Change, Oaxaca, Mexico, 2001 (day 3)
Corporate Training/Executive Coaching: Networking for Nonprofit Positioning, Oaxaca, Mexico (day 3)
Corporate Training/Executive Coaching: Behavior in Organizations, Mexico City, Mexico 2001 (day 2)
Corporate Training/Executive Coaching: Organizational Design and Structure, Oaxaca, Mexico (day 2)
Corporate Training/Executive Coaching: Corporate Culture, Oaxaca, Mexico 2001 (day 1)
Corporate Training/Executive Coaching: Management of International Business, Chicago 2001
Corporate Training/Executive Coaching: International Business Communication, Chicago 2001
Corporate Training/Executive Coaching: Building a Global Network, Chicago, 2001
Corporate Training/Executive Coaching: The Learning Organization, San Francisco 2001
Corporate Training/Executive Coaching: Motivation in Organizations, New York 2000
Corporate Training/Executive Coaching: Principles of Management, New York 2000