

**Kimberly DeSimone, Ph.D.**

Curriculum Vitae

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Dynamic tenured professor and action driven scholar/practitioner and advocate for diversity, equity & Inclusion (DEI). Gender bias & equity scholar. Record of significant contributions to scholarship in strategic leadership, women's studies, DEI, ethics, organizational behavior, policy, assessment, and media. Fortune 500 leadership experience. Proven track record of tangible accomplishments in DEI, leadership, management, marketing, and business development. Successful history of innovative thought leadership launching programs, initiatives, and products.

Creator and host of [#advancingwomenpodcast](#)

## Highlights

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- Tenured Associate Professor with 16-year record of excellence in teaching, scholarship, and service.
- Ten-year record of Fortune 500 global leadership success.
- Gender equity leadership expert and scholar.
- Executive experience serving as President of local chapter of NY State Women Inc. Appointed by University President to advise on university wide DEI initiatives as co-chair of the Presidents Commission on Diversity, Equity, and Inclusion Commission (Fall 2020–Present)
- Dedicated researcher with numerous peer reviewed publications and presentations on gender bias, advancing women in leadership, organizational leadership, diversity equity and inclusion, gender socialization, role conflict, feminist theory, power distance, privilege, and equity theories.
- Invited speaker, panelist, thought leader: leadership, gender equity, equity in organizations, diversity, equity, & inclusion
- Consistently achieve top ratings on student and advisee evaluations.

## Education and Credentials

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### **Doctor of Philosophy (Ph.D.) in Leadership and Policy, Magna cum Laude**

Niagara University, 2018

*Dissertation: A phenomenological study of women's perceptions in navigating the Fortune 500 executive leadership pipeline*

Inducted member, Kappa Delta Pi National Honor Society in Education

### **Master of Science (M.S.) in Psychology, Concentration in Organizational Psychology, Summa cum Laude: Walden University, 2014**

*Thesis: The role of organization-based self-esteem and self-efficacy in US Female Corporate Managers' Intent to Quit*

Inducted member, Psi Chi National Honor Society in Psychology

**Master of Business Administration (M.B.A) in Marketing, cum Laude: St. Bonaventure University**

**Bachelor of Arts (B.A.) in Communications, Minor in Business: Niagara University**

## Professional Experience

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### St. Bonaventure University Faculty | 2006 – Present

**Tenured Associate Professor, Director: Master of Leadership Program (2018 – Present)**

Instruction at the doctoral, masters, and undergraduate level (via traditional, online and hybrid courses).

**Doctoral Instruction:** Ethical Practices in Leadership & Policy, Mentored doctoral candidates.

**Masters Instruction:** Leadership & Values, Leadership Diversity, Leadership in the Digital Era, Leadership Performance Assessment, Graduate Field Work, Strategic Marketing Communications.

**Undergraduate Instruction:** Consumer Behavior, Management, Strategic Marketing, Digital Marketing, Advertising, Digital Portfolio Development, Global Marketing, New Product Development, Advertising, and Sports Marketing. Faculty Advisor: Student Marketing Consultancy, Student Advertising Agency

**University Service:** Serve on various committees including Graduate Council, Professional Development, Academic Standards, Honorary Degree Council, & Fulbright Scholarship Committee.

- Selected by the University President to Co-Chair the Presidents Diversity, Equity & Inclusion Commission. Created the mission and role of the commission and assembled the commission.
- Create and lead diversity change initiatives engaging, advising, and informing key internal & external stakeholders and delivering change strategies and plans that meet organizational goals and drive desired outcomes. Created annual reporting on organization wide initiatives.
- Selected by the Dean to head the Diversity task force for ACEJMC accreditation and then as the Diversity Advocate for the Jandoli School of Communications (2018 – Present).
- Created the Jandoli School Diversity, Equity & Inclusion 5-year plan (2018 – 2023).
- Graduate Council (2018 – Present).

**2021 Rev. Dr. Martin Luther King Jr. Justice Award Winner:** Honors a university community member who - through their work, research, service, community organizing, nonviolent direct action, and/or leadership - advance the cause of social justice. As Dr. King was committed not only to racial equity, but justice for the poor and other marginalized populations, honorees embody the deeply Franciscan definition of justice, respecting the dignity that is due each individual. The award is given to one faculty member annually.

### **Chair, University Presidents Commission on Diversity, Equity & Inclusion (2020 – Present)**

Lead commission (15 members) providing thought leadership, recommendations and assessment of DEI priorities and strategies university wide. Collaborate with each of five academic schools to implement departmental DEI initiatives through curriculum, training, development, and programming. Consult with university departments and divisions on DEI initiatives, ensuring all touchpoints are integrated into academic experience from student recruitment to faculty retention and alumni relations. Report progress and results directly to the University President monthly.

### **Diversity Advocate, Jandoli School of Communications (2018 – Present)**

Audit syllabi to ensure curricular DEI objectives and assessment are met. Created and maintain diversity, inclusion, and cultural competency resources in online repository. Actively research and recommend departmental diversity and cultural competence professional development training opportunities to enhance best practices. Liaise with diversity and inclusion experts including Damietta Center for Multicultural Student Affairs coordinator to plan frequent workshops. Serve on faculty search committees to ensure DEI best practices. Audit Jandoli School of Communications physical and digital environment. Devise strategies and assets to adapt environments to facilitate awareness, acceptance, and celebration of DEI.

### **Additional Experience**

Podcast Host/Creator: Advancing Women Podcast (2021 – present)

Independent Consultant, Leadership, Strategic Management and Marketing (2004-present)

Program Coordinator & Instructor, Villa Maria College, Business Management Department (2006)

Assistant Professor, Erie Community College Business Department (2005)

Fortune 500 Marketing Manager, Fisher-Price Inc. (1996-2004)

Blogger, Power of Working Women, Working Mother Magazine (2012-2019)

### **Publications**

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1. DeSimone, K. (2020). Beyond gender: Reconceptualizing understandings of work-life balance and the extreme work model for 21st-century high-potential top earners. *Journal of Organizational Change*. DOI (10.1108/JOCM-02-2020-0042)
2. DeSimone, K., Harris, H. and Moore, E. (2020). "Mansplaining 101: Male/Female Miscommunication Among Undergraduate Students" Conference Presentation and Proceedings. Academy of Business Research Spring 2020 Conference Presentation and Proceedings. New Orleans, LA, USA. Winner: Best Paper
3. Polka, W. (Ed.), Adelakun, O. (Ed.) and DeSimone, K. (Ed.) (2020). Fatal Attractions in the Digital Age: The Impact of Dire "High-Tech" and "High-Touch" Indiscretions in Our Digital Village. New York, NY: Linus Learning
4. Polka, W., Adelakun, O. and DeSimone K. [of Chapter 8] (2020). You're Not in 'Flip Phone Kansas' Anymore...Get Used to It! How to Remain Appropriately Grounded in the Digital World. In Fatal Attractions in the Digital Age: The Impact of Dire "High-Tech" and "High-Touch" Indiscretions in Our Digital Village. New York, NY: Linus Learning

5. DeSimone, K. (2018). Mediating Corporate Gender Bias and Queen Bee Syndrome through Mentorship Tied to Key Performance Indicators (KPIs). Academy of Business Research. August 2018 Conference Proceedings. Winner: Best Paper, Management Track
6. DeSimone, K. (February 2018). Geographic Information Systems (GIS) Modeling: Women's leadership visualization study. International Journal of Business, Management and Commerce, 3(1), p.18-27
7. Gross, B., Marinari, M., Hoffman, M., DeSimone, K., & Burke, P. (2015). Flipped@ SBU: Student Satisfaction and the College Classroom. Educational Research Quarterly, 39(2), 36
8. Case, Carl J., King, Darwin L. and DeSimone, K. (2009). Virtual worlds: An exploratory study of undergraduate behavior. Research in Higher Education Journal, 8, p. 106-11.
9. DeSimone, K.A. (2008). Emotion and decision making in achieving optimal sports performance. Business Research Yearbook, Global Business Perspectives, Volume XV, 2008, p. 141–146.
10. DeSimone, K.A. (2008). The role of emotional intelligence in learning. Business Research Yearbook, Global Business Perspectives, Volume XV, 2008, p. 589-594.

## Volunteer Experience

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### **BonaBRAVE | 2018 – Present** **Co-Founder and Advisor**

Organized collaborative efforts of students, alumni and faculty: BonaBRAVE is an exploration of identity across race, gender, sexual orientation, and generations through events, talks, workshops, and digital platforms that promote diversity and inclusion.

<https://www.bonabrave.com/>

### **March into Women's History March Madness Women's History Bracket 2018 – Present** **Co-creator and Advisor (2016-Present)**

[https://www.oleantimesherald.com/march-madness-women-s-history-bracket-takes-on-advocacy-at-st-bonaventure/article\\_5af92c88-460c-11e9-a77a-2fa49ed61081.html](https://www.oleantimesherald.com/march-madness-women-s-history-bracket-takes-on-advocacy-at-st-bonaventure/article_5af92c88-460c-11e9-a77a-2fa49ed61081.html)

### **Summit Center | 2015 – Present. DEI Consultant, Fundraiser, Marketing Consultant**

Raised over \$35,000 for services provided to children and adults with autism and other developmental, behavioral, and social challenges. Consulted on diversity, equity and inclusion, marketing, recruiting and retention and strategic planning

## Affiliations

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- Advisory board member, Prime Care Coordination, 2018 – Present
- Board member and former president, NY State Women Inc., Buffalo/Niagara Chapter, 2016 – 2020
- Member, NY State Women Inc. Buffalo Chapter, 2006 – 2020
- Member, National Latina Businesswomen's Association, 2011 – Present
- Member, National Association of Professional Women, 2014 – Present
- Member, American Association of University Women, 2015 – Present

- Member, American Marketing Association, 2008 – Present
- Former board member: Shakespeare in Delaware Park

## Conferences and Presentations

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1. Invited keynote speaker and panelist: United Nations International Women's Day Global Conference (2021): Women in Leadership, Achieving and Equal Future - sponsored by the World Association for Sustainable Development (WASD). Presentation title: Women in leadership: More fixing the pipeline, less fixing the women. London UK
2. Invited Panelist: Dixon Schwable Advertising Webinar: Diversity, Equity, & Inclusion in Advertising March 2021
3. Diversity, Equity & Inclusion Lecture Series (DEILS) (February 2021): Beyond Gender: Reconceptualizing the extreme work model for 21<sup>st</sup> Century Families
4. St. Bonaventure University Convocation (Fall, 2020): Keynote: Creating a culturally competent campus focused on diversity, equity, and inclusion. Fall 2020
5. Academy of Business Research Spring 2020 Conference (March), New Orleans. Topic: Mansplaining 101: Male/Female Miscommunication Among Undergraduate Students.
6. Invited Panelist March 2019 St. Bonaventure University BonaBRAVE Diversity Event. Panel Discussion Topic: All Women are Defective
7. Invited Panelist October 2018 St. Bonaventure University BonaBRAVE Diversity Event. Panel Discussion Topic: Why is Feminism a 4-Letter Word?
8. Mediating Corporate Gender Bias and Queen Bee Syndrome through Mentorship Tied to Key Performance Indicators (KPIs). Academy of Business Research Fall Conference in Boston, MA, USA August 1-3, 2018.
9. Invited Presenter & Panelist October 2017 International Society for Educational Planning (ISEP) Global Conference in Toronto CA. Presentation Topic: Where are the women? Women's underrepresentation at the highest corporate echelons. Panel: Addressing Global Diversity Today
10. Invited Presenter December 2017 Niagara University Annual Research Symposium. Presentation Topic: A research proposal: Corporate women's perceptions in navigating the barriers in reaching executive level, top earner positions
11. Invited Panelist March 2015 Women of Promise, St. Bonaventure University: Women's Workforce Issues
12. Invited May 2014 Keynote Speaker: Western New York Women in Business October, Topic: Powerful Women Consumer's Unite: Rise of the "Sheconomy".
13. Presenter: Undergraduate business students Social Media usage; an exploratory study. WNY Business Research Consortium: April 2011, Brockport NY
14. Presenter: Business Relationships between the United States and China: Cross-cultural differences. WNY Business Research Consortium: April 2010, Geneseo NY
15. Presenter Emotion and decision making in achieving optimal sports performance. International Academy of Business Disciplines Conference: April 2007, Orlando Florida