

Kimberly DeSimone, Ph.D.
Curriculum Vitae

Buffalo, NY 716.348.7422
[LinkedIn](#)

Dynamic tenured full professor. Gender equity expert. Action-driven scholar/practitioner, scholar/creator. Globally syndicated Podcaster, Diversity, Equity, & Inclusion (DEI) Advocate. Record of significant scholarly contributions in strategic leadership, women's studies, DEI, ethics, organizational behavior, policy, and assessment. A decade of successful Fortune 500 leadership experience. Proven track record of tangible accomplishments in leadership and organizational programs aimed at creating Diverse, Equitable, and Inclusive leadership and organizational change. Successful history of innovative thought leadership in launching programs and initiatives.

Highlights

- Tenured Full Professor with an 18-year record of excellence in teaching, scholarship, and service. Consistently achieve top ratings on student and advisee evaluations.
- Successful decade of Fortune 500 global leadership.
- Gender equity expert and scholar.
- Executive experience serving as President of the local chapter of NY State Women Inc. Appointed by the University President to advise on university-wide DEI initiatives as co-chair of the President's Commission on Diversity, Equity, and Inclusion (Fall 2020–Fall 2023).
- Dedicated researcher with numerous peer-reviewed publications and presentations on gender bias, advancing women in leadership, organizational leadership, diversity equity and inclusion, gender socialization, feminist theory, role conflict, power distance, and privilege.
- Invited speaker, panelist, and thought leader: leadership, the executive leadership pipeline, gender equity, organizational equality, diversity, equity, & inclusion, power, and privilege.
- Creator and host of The Advancing Women Podcast (National and Global Followership) <https://advancingwomenpodcast.com/>,
- Creator: 4 Ps Advancement Model™ <https://advancingwomenpodcast.com/4psadvancement-model-problem-patterns-process-proficiency/>
- Creator of the Scholar-Creator Model™

Education and Credentials

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). Marketing. St. Bonaventure University, 2001
Bachelor of Arts (B.A.) in Communications, Minor in Business: Niagara University

Professional Experience

St. Bonaventure University Faculty | 2006 – Present Tenured Full Professor, Director: Master of Leadership Program

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

Master's Instruction: Leadership & Values, Leadership Diversity, Organizational Leadership, Leadership in the Digital Era, Leadership Performance Assessment, Graduate Field Work, Strategic Communications. Have mentored numerous master's and doctoral students' capstone and dissertation projects.

Undergraduate Instruction: Consumer Behavior, Management, Marketing, Digital Media, Advertising, Digital Portfolio Development, Global Marketing, New Product Development, Advertising, and Sports Marketing.

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

- Selected by the University President to Co-Chair the President's Diversity, Equity & Inclusion Commission. Created the mission and role of the commission and assembled the commission.
- Created 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).
https://www.sbu.edu/docs/default-source/academics-documents/academics-jandolischool/dei-plan--bonaventure_word.pdf
- Graduate Council (2018 – Present).

Co-chair, University Presidents Commission on Diversity, Equity & Inclusion (Fall 2020 – Fall 2023)

Led Commission (15 members) providing thought leadership, recommendations, and assessment of DEI priorities and strategies university wide. Collaborate with each of the five academic schools to implement departmental DEI initiatives through curriculum, training, development, and programming. Consult with university departments and divisions on DEI initiatives, ensuring diversity, equity, and inclusion are integrated throughout all university

touchpoints and the academic pipeline 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 assessments are met. Created and maintain diversity, inclusion, and cultural competency resources in an 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 Communication's physical and digital environment. Devise strategies and assets to adapt environments to facilitate awareness, acceptance, and celebration of DEI.

Awards

2023 Buffalo Business First Women of Influence Award Honoree: Inspiration Category

Recognizes business acumen and community spirit and contributions of 25 women selected from more than 175 nominees. "The panel chose these women based on their ability to rise above a very talented pool of competitors" said Business First.

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.

Best Paper Awards

2023 The Academy of Business Research Spring Conference New Orleans, LA, USA Title: Move Over Scholar-Practitioners; Make Way for the Scholar-Creator. Conference Proceedings

2021 The Academy of Business Research Fall Conference San Antonio, TX, USA Title: Trust in organizational diversity initiatives and reinforced gender binaries.

2020 Academy of Business Research Spring Conference New Orleans, LA, USA Title: "Mansplaining 101": Male/Female Miscommunication Among Undergraduate Students

2018 Academy of Business Research Spring Conference Boston, MA, USA Title Mediating Corporate Gender Bias and Queen Bee Syndrome through Mentorship Tied to Key Performance Indicators (KPIs).

Additional Experience

Podcast Host/Creator: Advancing Women Global Podcast (June 2021 – present) presenting evidence-based, research-driven gender equity and leadership topics (80+ episodes)
<https://podcasts.apple.com/us/podcast/advancing-women-podcast/id1569849100>

Invited Member of the Editorial Board: The World Journal of Women and Sustainable Development (WJWSD). The WJWSD aims to promote top-quality international research, ideas, and information about the role of Women in achieving Sustainable Development across the world.

Executive Coach, Consultant & Speaker: Leadership, Advancement, Diversity Equity & Inclusion (2018 – Present) Strategic Marketing & Communication (2004-present)

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

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

Publications

1. DeSimone, K. (March 2024). Ideal Leadership Traits: Big 5 Personality, Gender, and the Dark Triad. Conference Proceedings: The Academy of Business Research Spring Conference New Orleans, LA, USA. Winner: Best Paper Marketing/Management Track
2. DeSimone, K. and Harris, H.(March 2023). Move Over Scholar-Practitioners; Make Way for the Scholar-Creator. Conference Proceedings: The Academy of Business Research Spring Conference New Orleans, LA, USA. Winner: Best Paper Marketing/Management Track
3. DeSimone, K. (2021). Women perceive barriers to corporate advancement as self-imposed. *Advancing Women in Leadership Journal*, 40(1), 99-107.
4. DeSimone, K. (October 2021) Trust in organizational diversity initiatives and reinforced gender binaries. Conference Proceedings: The Academy of Business Research Fall Conference San Antonio, TX, USA Winner: Best Paper Management Track
5. 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)
6. 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
7. 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
8. 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
9. 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
10. 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

11. 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
12. 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.
13. 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.
14. DeSimone, K.A. (2008). The role of emotional intelligence in learning. *Business Research Yearbook, Global Business Perspectives, Volume XV*, 2008, p. 589-594.

Research Publication Studies, Proposals, and Manuscripts In-Progress

1. Polka, W. (Ed.) and DeSimone, K. (Ed.) *Courageous Leadership: Taking Bold & Brave Action*. Rowman & Littlefield, Lanham, MD (book proposal accepted)
2. DeSimone, K. and Hauser, R. Parent stress while schooling at home during COVID-19. Implications for parents of children with special needs. Collaboration with Dr. Hauser, School of Education. Paper to be finalized and submitted for journal review (research finalized, manuscript in progress)

Conferences and Presentations

1. DeSimone, K. (March 2024). Ideal Leadership Traits: Big 5 Personality, Gender, and the Dark Triad. The Academy of Business Research Spring Conference New Orleans, LA, USA.
2. Invited (paid) Keynote. University of Northern Alabama (October 2023). *Advocacy and Allyship: Creating a Culture of Belonging*.
3. DeSimone, K. (October 2023). *Casualty and Social Category Bias*. SBU Diversity, Equity, & Inclusions Lecture Series (DEILS).
4. Invited (paid) Everi Women's Leadership Initiative (October 2023). *Transcending Biases & Barriers*.
5. DeSimone, K. and Harris, H. (March 2023). *Move Over Scholar-Practitioners; Make Way for the Scholar-Creator*. Academy of Business Research Spring Conference New Orleans LA.
6. DeSimone, K. (August 2022). *The Broken Advancement Pipeline: It's Not Your Fault but It Is Your Problem*. International Conference on Women: Achieving a Secured Position for Women (online)
7. DeSimone, K. (May 2022). *A seat at the table is not a voice at the table*. Invited Speaker, International Conference on Women Rights, Gender Equity and Empowerment Expo. Istanbul Turkey,
8. Invited Keynote: *Women of Mattel Speaker Series* (July 2022). *Women's Empowerment in Corporate America*. El Segundo CA
9. DeSimone, K. (2021). *Trust in organizational diversity initiatives and reinforced gender binaries*. Academy of Business Research Fall Conference San Antonio TX
10. Invited (paid) conference speaker: American Battlefield Trust (July 2021) Virtual Teacher Institute. Presentation title: *Teaching History with empathy and inclusivity*.
11. 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
12. Invited Panelist: Dixon Schwable Advertising Webinar: Diversity, Equity, & Inclusion in Advertising March 2021
 13. Diversity, Equity & Inclusion Lecture Series (DEILS) (February 2021): Beyond Gender: Reconceptualizing the extreme work model for 21st Century Families
 14. St. Bonaventure University Convocation (Fall, 2020): Keynote: Creating a culturally competent campus focused on diversity, equity, and inclusion. Fall 2020
 15. Academy of Business Research Spring 2020 Conference (March), New Orleans. Topic: Mansplaining 101: Male/Female Miscommunication Among Undergraduate Students.
 16. Invited Panelist March 2019 St. Bonaventure University BonaBRAVE Diversity Event. Panel Discussion Topic: All Women are Defective.
 17. Invited Panelist October 2018 St. Bonaventure University BonaBRAVE Diversity Event. Panel Discussion Topic: Why is Feminism a 4-Letter Word?
 18. 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.
 19. 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.
 20. 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.
 21. Invited Panelist March 2015, Women of Promise, St. Bonaventure University: Women's Workforce Issues.
 22. Invited May 2014 Keynote Speaker: Western New York Women in Business October, Topic: Powerful Women Consumer's Unite: Rise of the "Sheconomy".
 23. Presenter: Undergraduate business students Social Media usage; an exploratory study. WNY Business Research Consortium: April 2011, Brockport NY
 24. Presenter: Business Relationships between the United States and China: Cross-cultural differences. WNY Business Research Consortium: April 2010, Geneseo NY
 25. Presenter Emotion and decision-making in achieving optimal sports performance. International Academy of Business Disciplines Conference: April 2007, Orlando Florida
- Invited Expert Commentary**
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Invited Expert Guest: Rising Tide Podcast. Gender Bias: It's not your fault, but it is your problem. <https://podcasts.apple.com/us/podcast/dr-kimberly-desimone-its-not-your-fault-but-it-is-your/id1535256943?i=1000579438079>

Invited Expert Guest: Grace, Grit, & Getting it Done with Lisa Gillette. Dealing with Gender Bias <https://gracegritgettingitdone.com/dr-kimberly-desimone/>

Invited Expert Guest: The Simplifiers Podcast (featured in Forbes, Newsweek, HuffPost, Women of Influence, the BBC) Two-part series: How to tackle mansplaining in the workplace. Part 1:

<https://podcasts.apple.com/us/podcast/how-to-tackle-mansplaining-in-the-workplacewith/id1348398331?i=1000542786063>

Part 2: <https://podcasts.apple.com/us/podcast/how-to-tackle-mansplaining-in-the-workplacewith/id1348398331?i=1000543108116>

Invited Expert Guest: This Prof Life Podcast: Women of Color in Higher Education (Dr. Pat Sanders award-winning podcast) Diverse Leadership From Corporate America to Academia <https://podcasts.apple.com/us/podcast/34-from-corporate-to-academia-diverse-leadershipis/id1520284577?i=1000531943073>

Invited Women's Advancement Training Seminar Facilitator (paid). Everi American Gaming Association Women's Leadership Initiative (WLI) May 2022, and September 2023

Invited Panelist: Dixon Schwable Advertising Webinar: Diversity, Equity, & Inclusion in Advertising March 2021 <https://dixonschwabl.com/webinar/diversity-equity-inclusion-inadvertising/>

Volunteer Experience

Coachathon 2021 Volunteer: In partnership with the Microloan Foundation

Donated executive and leadership coaching (24-hour Coachathon event) to raise funds in support of women in sub-Saharan Africa by providing the skills and tools needed to start a small business, generate income, pay for healthcare, and send their children to school.

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-onadvocacy-at-st-bonaventure/article_5af92c88-460c-11e9-a77a-2fa49ed61081.html

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

Raised over \$40,000 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

- Former president: NY State Women Inc., Buffalo/Niagara Chapter, 2016/2017
- Member, NY State Women Inc. Buffalo Chapter, 2006 – 2020
- Member Women of Color Podcasters, 2021 – Present
- Member Latina Global Podcast Network, 2021 - Present
- Member, National Latina Businesswomen's Association, 2011 – Present
- Member, National Association of Professional Women, 2014 – Present
- Member, American Association of University Women, 2015 – Present
- Former board member: Shakespeare in Delaware Park