

Charlotte Westerhaus-Renfrow, J.D.
Kelley School of Business - IUPUI
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Indianapolis, IN 46202-5151
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EDUCATION:

POSTDOCTORAL

Maurer School of Law Indiana University	J.D.	December 1991
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GRADUATE

Ohio University	M.Ed.	June 1986
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UNDERGRADUATE

Ohio University	B.S	June 1976
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FURTHER EDUCATION: (Advanced and Specialty Training, Fellowships, Institutes)

IUPUI Office of International Affairs	Virtual Global Learning Fellows Program	May 2022
The Association of College and University Educators and the American Council on Education	Certificate in Effective College Instruction	April 2022
Project Based Learning Faculty Fellow	IUPUI Institute for Engaged Learning	September 2021 – present
Intercultural Development Institute	IDI Facilitator	December 2014
Cultural Intelligence Center	CQ Certification	November 2014
Harvard University Negotiation Institute	Intensive Negotiations for Lawyers and Executives	June 2014

APPOINTMENTS:

ACADEMIC

Kelley School of Business – IUPUI December 2020 – present	Undergraduate Faculty Chair
Kelley School of Business – IUPUI December 2020 – present	Kelley Dean’s Fellow
Kelley School of Business – IUPUI July 2020 – November 2020	Associate Undergraduate Faculty Chair
Kelley School of Business – IUPUI July 2020 – present	Honors Program Coordinator
Indiana University July 2019 – June 2021	Bicentennial Professor
Kelley School of Business – IUPUI July 2016 – present	Clinical Assistant Professor of Negotiations and Business Law
Kelley School of Business – IUPUI July 2013 – June 2015	Senior Lecturer of Management
Kelley School of Business – IUPUI July 2012 – June 2013	Visiting Lecturer of Management
Martin University August 2011 – December 2012	Adjunct Professor of Management
Maurer School of Law, Indiana University August 2008 – May 2010	Adjunct Professor of Law
Tippie College of Business, University of Iowa August 2004 – May 2005	Adjunct Assistant Professor of Management
School of Liberal Arts, Purdue University August 1999 – June 2001	Assistant Professor (courtesy appointment)
University of Wisconsin - Parkside August 1997 – June 1998	Adjunct Assistant Professor

NON-ACADEMIC (i.e., administrative, hospital or corporate appointments, consultantships)

Martin University December 2010 – March 2012	Interim President
National Collegiate Athletic Association (NCAA) August 2005 – September 2010	Vice President of Diversity and Inclusion
University of Iowa May 2002 – July 2005	Assistant to the President, Director of Equal Opportunity and Diversity
Rockwell Collins May 2001 – April 2001	Manager, Diversity and Equal Opportunity
Purdue University December 1998 – April 2001	Director of Affirmative Action
University of Wisconsin Parkside June 1996 – November 1998	Assistant to the Chancellor for Equity and Diversity
Attorney July 1994 – May 1996	Northwestern Mutual
Associate Attorney April 1992 – June 1994	Foley & Lardner
Assistant Dean for Residence Life July 1986 – May 1988	Pomona College

LICENSURE, CERTIFICATION, SPECIALTY BOARD STATUS (as applicable for discipline):

Licensed to practice law Attorney number: 21892-79 1999 to present
in the state of Indiana

PROFESSIONAL ORGANIZATION MEMBERSHIPS:

Indiana State Bar Association	2005 – present
Academy of Management	2012 – present
Academy of Legal Studies in Business	2012 – present

PROFESSIONAL HONORS AND AWARDS:

TEACHING

Innovative Teaching Award
April 2021

Kelley School of Business,
Indiana University

Indiana University Bicentennial Professor
July 2019

Indiana University

Evening MBA Teaching Excellence Award
April 2019

Kelley School of Business,
IUPUI

Women's Leadership Award
March 2019

Office for Women and
Division of Student Affairs
IUPUI

Schuyler Otteson Teaching Excellence Award
April 2015

Kelley School of Business,
IUPUI

Delta Sigma Pi Teaching Excellence
March 2005

Tippie College of Business,
University of Iowa

SERVICE

Academy of Law Fellows
April 2022

Maurer School of Law,
Indiana University

Samuel S. Dargan Award
April 2018

Maurer School of Law,
Indiana University

OVERALL/OTHER

IU Alliance of Distinguished and Titled Professors
September 2019

Indiana University

IUPUI Athletics Favorite Professor Award
March 2020, 2019, 2018, and 2015

IUPUI

Advocacy Award
April 2001

Society for Hispanic
Engineers,
Purdue University

PROFESSIONAL DEVELOPMENT:

SUNY COIL Center:
Global Learning

SUNY

May 2022

Creating Interactive Videos

IUPUI CTL

February 2022

Learning Using Posit

Making First Gen a Priority	Chronicle of Higher Ed Workshop	November 2021
Profiles Retreat	IUPUI CTL	August 2021
Recruiting of Digital-First Generation Students	Salesforce	May 2021
Responding to Crisis and Beyond	IUPUI Chancellor's Circle	May 2021
Zoom Alchemy: Active Learning in the Classroom	IUPUI CTL	May 2021
Women of IU: Conversation with Laysha Ward	IU Foundation	March 2021
Teaching Excellence Session: Teaching @IUPUI – Engaging Students on Zoom	IUPUI CTL	September 2020
Faculty Learning Community – Small Teaching Online	IUPUI CTL	July 2020
Best Practices for Slide Show Presentations	IUPUI CTL	March 2020
Introduction to Documenting Your Teaching	IUPUI CTL	February 2020
Developing High-Impact Advising	Salesforce	January 2021
Social and Behavioral Responsible Conduct of Research Basic: Course 1	IUPUI IRB	November 2018

TEACHING:

UNDERGRADUATE

BUS W494 Enrollment: 43	Wells Seminar	In-Person	Professor	Spring 2022
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BUS Z374 Enrollment: 19	Team Dynamics (H)	In-Person	Professor	Spring 2022
BUS Z404 Enrollment: 40	Negotiations	In-Person	Professor	Spring 2022
BUS Z374 Enrollment: 34	Team Dynamics (H)	In-Person	Professor	Fall 2021
BUS Z404 Enrollment: 37	Negotiations	In-Person	Professor	Fall 2021
BUS Z374 Enrollment: 34	Team Dynamics (H)	In-Person	Professor	Spring 2021
BUS Z404 Enrollment: 36	Negotiations	In-Person	Professor	Spring 2021
BUS Z404 Enrollment: 6	Negotiations	On-Line	Professor	Spring 2021
BUS Z371 Enrollment: 70	Team Dynamics	In-Person	Professor	Fall 2020
BUS Z374 Enrollment: 31	Team Dynamics (H)	In-Person	Professor	Fall 2020
BUS Z404 Enrollment: 38	Negotiations	In-Person	Professor	Fall 2020
BUS Z374 Enrollment: 28	Team Dynamics (H)	In-Person	Professor	Spring 2020
BUS Z404 Enrollment: 39	Negotiations	In-Person	Professor	Spring 2020
BUS Z404 Enrollment: 21	Negotiations	In-Person	Professor	Spring 2020
BUS Z374 Enrollment: 38	Team Dynamics (H)	In-Person	Professor	Spring 2020

BUS Z374 Enrollment: 38	Team Dynamics (H)	In-Person	Professor	Fall 2019
BUS Z404 Enrollment: 36	Negotiations	In-Person	Professor	Fall 2019
BUS Z404 Enrollment: 6	Negotiations	In-Person	Professor	Fall 2019
BUS D255 Enrollment: 17	Study Abroad-China	In-Person	Co-Professor	Spring 2019
BUS Z371 Enrollment: 30	Team Dynamics	In-Person	Professor	Spring 2019
BUS Z374 Enrollment: 23	Team Dynamics (H)	In-Person	Professor	Spring 2019
BUS Z404 Enrollment: 32	Negotiations	In-Person	Professor	Spring 2019
BUS Z404 Enrollment: 19	Negotiations	In-Person	Professor	Spring 2019
BUS Z404 Enrollment: 37	Negotiations	In-Person	Professor	Fall 2018
BUS Z404 Enrollment: 16	Negotiations	In-Person	Professor	Fall 2018
BUS Z371 Enrollment: 63	Team Dynamics	In-Person	Professor	Fall 2018
BUS Z374 Enrollment: 35	Team Dynamics (H)	In-Person	Professor	Fall 2018
BUS Z371 Enrollment: 27	Team Dynamics	In-Person	Professor	Summer 2018
BUS Z371 Enrollment: 30	Team Dynamics	In-Person	Professor	Spring 2018
BUS Z374 Enrollment: 19	Team Dynamics (H)	In-Person	Professor	Spring 2018

BUS Z404 Enrollment: 38	Negotiations	In-Person	Professor	Spring 2018
BUS Z404 Enrollment: 16	Negotiations	In-Person	Professor	Spring 2018
BUS Z371 Enrollment: 30	Team Dynamics	In-Person	Professor	Spring 2018
BUS Z374 Enrollment: 27	Team Dynamics (H)	In-Person	Professor	Spring 2018
BUS Z371 Enrollment: 63	Team Dynamics	In-Person	Professor	Fall 2017
BUS Z374 Enrollment: 37	Team Dynamics (H)	In-Person	Professor	Fall 2017
BUS Z404 Enrollment: 40	Negotiations	In-Person	Professor	Fall 2017
BUS Z404 Enrollment: 37	Negotiations	In-Person	Professor	Fall 2017
BUS Z371 Enrollment: 33	Team Dynamics	In-Person	Professor	Summer 2017
BUS Z371 Enrollment: 28	Team Dynamics	In-Person	Professor	Spring 2017
BUS Z371 Enrollment: 24	Team Dynamics (H)	In-Person	Professor	Spring 2017
BUS Z404 Enrollment:	Negotiations	In-Person	Professor	Spring 2017
BUS Z404 Enrollment:	Negotiations	In-Person	Professor	Spring 2017
BUS Z371 Enrollment: 49	Team Dynamics(H)	In-Person	Professor	Fall 2016
BUS Z374	Team Dynamics(H)	In-Person	Professor	Fall 2016

Enrollment: 49				
BUS Z404 Enrollment: 40	Negotiations	In-Person	Professor	Fall 2016
BUS Z404 Enrollment: 26	Negotiations	In-Person	Professor	Fall 2016
BUS W430 Enrollment: 18	Org Change	In-Person	Professor	Summer 2016
BUS Z371 Enrollment: 36	Org Change	In-Person	Professor	Summer 2016
BUS W430 Enrollment: 59	Org Change	In-Person	Professor	Spring 2016
BUS Z371 Enrollment: 35	Team Dynamics	In-Person	Professor	Spring 2016
BUS Z404 Enrollment: 38	Negotiations	In-Person	Professor	Spring 2016
BUS Z371 Enrollment: 42	Team Dynamics	In-Person	Professor	Fall 2015
BUS Z371 Enrollment: 61	Team Dynamics	In-Person	Professor	Fall 2015
BUS Z374 Enrollment: 31	Team Dynamics(H)	In-Person	Professor	Fall 2015
BUS Z404 Enrollment: 44	Negotiations	In-Person	Professor	Fall 2015
BUS Z371 Enrollment: 47	Team Dynamics	In-Person	Professor	Summer 2015
BUS W430 Enrollment: 47	Org Change	In-Person	Professor	Spring 2015
BUS Z371 Enrollment: 51	Team Dynamics	In-Person	Professor	Spring 2015

BUS Z371 Enrollment: 46	Team Dynamics	In-Person	Professor	Spring 2015
BUS Z404 Enrollment: 39	Negotiations	In-Person	Professor	Spring 2015
BUS Z404 Enrollment: 32	Negotiations	In-Person	Professor	Spring 2015
BUS Z371 Enrollment: 61	Team Dynamics	In-Person	Professor	Fall 2014
BUS Z371 Enrollment: 32	Team Dynamics	In-Person	Professor	Fall 2014
BUS Z374 Enrollment: 31	Team Dynamics (H)	In-Person	Professor	Fall 2014
BUS Z404 Enrollment: 43	Negotiations	In-Person	Professor	Fall 2014
BUS L203 Enrollment: 24	Commercial Law	In-Person	Professor	Summer 2014
BUS Z371 Enrollment: 36	Team Dynamics	In-Person	Professor	Summer 2014
BUS Z371 Enrollment: 60	Team Dynamics	In-Person	Professor	Spring 2014
BUS Z371 Enrollment: 51	Team Dynamics	In-Person	Professor	Spring 2014
BUS Z371 Enrollment: 54	Team Dynamics	In-Person	Professor	Spring 2014
BUS Z404 Enrollment: 35	Negotiations	In-Person	Professor	Spring 2014
BUS Z404 Enrollment: 32	Negotiations	In-Person	Professor	Spring 2014
BUS X355 Enrollment: 7	Managing Diversity	In-Person	Professor	Spring 2014

BUS Z371 Enrollment: 53	Team Dynamics	In-Person	Professor	Fall 2013
BUS Z371 Enrollment: 32	Team Dynamics	In-Person	Professor	Fall 2013
BUS Z371 Enrollment: 51	Team Dynamics	In-Person	Professor	Fall 2013
BUS Z371 Enrollment: 16	Team Dynamics (H)	In-Person	Professor	Fall 2013
BUS Z404 Enrollment: 39	Negotiations	In-Person	Professor	Fall 2013
BUS X204 Enrollment: 30	Business Comm	In-Person	Professor	Fall 2013
BUS Z404 Enrollment: 36	Negotiations	In-Person	Professor	Spring 2013
BUS X204 Enrollment: 22	Business Comm	In-Person	Professor	Spring 2013
BUS X204 Enrollment: 30	Business Comm	In-Person	Professor	Spring 2013
BUS Z404 Enrollment: 24	Negotiations	In-Person	Professor	Spring 2013
BUS X204 Enrollment: 23	Business Comm	In-Person	Professor	Fall 2012
BUS X204 Enrollment: 20	Business Comm	In-Person	Professor	Fall 2012
BUS Z404 Enrollment: 27	Negotiations	In-Person	Professor	Fall 2012

GRADUATE

BUS L579	Wake of #MeTo	In-Person	Professor	Fall 2022
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Enrollment: 23				
BUS L579 Enrollment 25	Wake of #MeTo	In-Person	Professor	Fall 2021
BUS N527 Enrollment: 8	Health Care Leadership	In-Person	Professor	Fall 2019
BUS W505 Enrollment: 23	Negotiations	Online	Professor	Winter 2020
BUS W505 Enrollment: 24	Negotiations	In-Person	Professor	Spring 2020
MPAS M698: Enrollment: 48	Leadership for PAs	In-Person	Professor	Spring 2020
BUS W505 Enrollment: 23	Negotiations	In-Person	Professor	Summer 2020
BUS W579 Enrollment: 38	Negotiations	In-Person	Professor	Fall 2019
BUS W579 Enrollment: 16	Negotiations	In-Person	Professor	Fall 2018
BUS W579 Enrollment: 46	Negotiations	In-Person	Professor	Summer 2018
BUS W579 Enrollment: 16	Negotiations	In-Person	Professor	Fall 2018
BUS W579 Enrollment: 49	Negotiations	In-Person	Professor	Summer 2017
BUS W579 Enrollment: 21	Negotiations	In-Person	Professor	Fall 2017
LAW B678 Enrollment: 28	Sports and Law	In-Person	Professor	Spring 2010
LAW B678 Enrollment 24	Sports Law	In-Person	Professor	Spring 2008

MENTORING:

Ayesha Pandey	1) Student Assistant (Advancing Indy Women) 2) Honors Student 3) IUPUI Top 100 and Top Ten Awardee 2021 and 2022	August 2019 – May 2022
Dawson Koesters	1) Honors Student 2) IUPUI Top 100 Awardee, 2022	January 2020– May 2022
Andrea Hanas	1) Honors Student 2) IUPUI Top 100 Awardee, 2019	August 1999– May 2020
Jacey Stuckey	1) Honors Student 2) Top 100 Awardee, 2019	August 2017 – May 2019
Nigelle Ferrer	1) Student Assistant (Negotiations) 2) Honors Student	June 2017 – May 2018
Victoria Sefcsik	1) Honors Student 2) Top 100 Awardee, 2017 And 2018	August 2016 – May 2018
Allex Brown	1) Honors Student 2) Top 100 Awardee, 2018	August 2016 – May 2018
Evan Goley	1) Honors Student 2) Top 100 Awardee, 2018	August 2016 – May 2018
Sierra Lee	1) Honors Student 2) Top 100 Awardee, 2018	August 2016 – May 2018
Lennert Kuester	1) Honors Student 2) Top 100 Awardee, 2016	August 2014 – May 2016
Aaron Buchanan	1) Honors Student 2) Top 100 Awardee, 2014	August 2012 – May 2014
Lynnette Sauer	1) Honors Student 2) Top 100 Student, 2014	August 2012 – May 2014

TEACHING ADMINISTRATION AND CURRICULUM DEVELOPMENT:

Teaching administration and curriculum development

As the Chair of Kelley School of Business, Indianapolis Undergraduate Policy Committee, and in that capacity, I collaborated with and helped guide the program's faculty through multi-step processes to review and advance improvements in the curriculum, including the following:

Undergraduate Curriculum Revisions

Supply Chain Major (2021)
Marketing Major (2021)
Finance Major (2022)

New Undergraduate Certificates

Venture Creation (2021)
Real Estate (2022)

AACSB Undergraduate Assurance of Learning Report (2022)

New/Revised Course Development

I developed or revised the following courses that are tailored to meet the needs of undergraduate and graduate students, including learning objectives, teaching strategies, materials, and assessments:

Undergraduate Courses, Kelley School of Business, Indianapolis

W494 Herman B. Wells Seminar (major revision)
X355 Managing Diversity
Z404 Effective Negotiations (major revision)

Evening MBA, Kelley School of Business, Indianapolis

W505 Persuasion, Influence and Negotiation
W579 Negotiations

Graduate Certificate Medical Management, Kelley School of Business, Indianapolis

N527 Leading People & Managing Behavior in Health Care Organizations

MBA Program, Kelley School of Business, Bloomington

L579 In the Wake of #MeToo: Understanding and Responding to Sexual Misconduct and Gender(In)Equity in the Workplace

School of Health and Rehabilitation Sciences, Department of Health Sciences
Master of Physician Assistant Studies Program

M698 Concepts of Leadership and Management

Non-Credit Instruction Development

Kelley School of Business, Executive Education

CMM and MPI Certificate
Women's Leadership Certificate
Leadership and Change Certificate
ICA Executive Management Institute
Kelley Partnership for Leadership Development
National Council of State Housing – Leading in an Era of Complexity
Certificate
MISO Executive Leadership Certificate
Leading with Presences
Effective Negotiations
Cultural Competency

Kelley Partnership for Leadership Development
The Inclusive Leader

Diversity in Leadership
Leadership Communications

GRANTS/FELLOWSHIPS:

COMPLETED GRANTS/FELLOWSHIPS

Charles R. Bantz Community Fellowship: Faculty Scholar

Title of the Project: Advancing Indy Women: A Year-Long Journey of Professional
Development

Granting Agency: IUPUI Office of the Executive Vice Chancellor for Academic Affairs, the
Office of Community Engagement, and the Office of the Vice Chancellor for Research

Role: Co-Investigator (50%)

Effort Amount Dates: July 2019 – August 2020

SERVICE ROLES:

UNIVERSITY SERVICE:

KELLEY SCHOOL OF BUSINESS, INDIANAPOLIS

Business Ethics Faculty Hiring Committee, Member, March – April 2022

Dean's Insight Committee, Faculty Advisor, 2021 – present

Tobias Leadership Center, Associate Director Hiring Committee, Member,
October – November 2021

Associate Director, Undergraduate Academic Advising, Chair, Hiring Committee,
February – March 2021

Assistant Director, Admissions, Chair, Hiring Committee, March – April 2021

Academic Council Representative, 2021 - present

Undergraduate Policy Committee, Chair, 2020 – present

Academic Council Representative, 2021 - present

Undergraduate Honors Committee, Chair, 2020 – present

Diversity Committee, Member, 2019 – 2021
MBA Curriculum & Program Review Committee, Member, 2017- 2018
Evening MBA Policy Committee, Member, 2017 – 2018
Organization for Business Diversity, Faculty Co-Advisor, 2015 – 2016
Academic Fairness Committee, Member, 2014 – 2017
Student Scholarship Committee, Member, 2013 – 2017
Kelley Honors Leadership Retreat, Presenter, “When the Going Gets Tough: Resilience,” August 2015
Kelley LeanIn Circle, Presenter, “Courageous Conversations: Dealing Effectively with Conflict,” August 2014
Co-established endowed leadership award for MBA students, David E. Westerhaus Leadership Award, April 2009

KELLEY SCHOOL OF BUSINESS, BLOOMINGTON

Search Committee, Kelley School of Business, Executive Director of Development and Engagement, March – April 2022
Academic Council, KSB-I Undergraduate Representation, Kelley School of Business, 2020-present

CAMPUS

IUPUI Bantz Community Awards Advisory Committee, Member, 2021 – present
IUPUI Bantz Fellow Scholar Awards, Selection Committee, Member, 2021 – present
Honors Advisory Committee, Member, 2020 – present
Undergraduate Affairs Committee, Member, 2020 – present
Honors College Advisory Council, Member, 2020 – present
Coaching and Mentoring Coalition, Member, 2020 – present
Student Affairs Committee, IUPUI Faculty and Staff Council, Member, Indiana University – Purdue University, 2016 – 2021
Leadership Advisory Committee, Member, 2018 – 2020
Herron School of Art and Design, Administrative Review of Dean Committee, Member, 2016 – 2017
Staff and Faculty Veteran Council, Member, 2015 – 2017
Search Committee for Director of Human Resources, Member, Indiana University, 2015
Conflict of Interests Committee, Member, 2013-15

UNIVERSITY

Search Committee, Vice President, and General Counsel, 2021-2022
School of Nursing, Bloomington Advisory Board, 2020 – 2022
BLSA Alumni Advisory Board, Maurer School of Law, Indiana University, Vice President, 2015 –2019; President 2019 - Present

PROFESSIONAL SERVICE:

LOCAL

Women's Network Forum, 2021 Steering Committee
Girls Inc, Board Member, 2019 – 2021
Indianapolis Charter School Board, Board Member, 2012 – 2018
One Indy, Board Member, 2015 – 2017
Diversity Roundtable of Central Indiana, Member, 2015 – 2018
 Indianapolis Rotary Club, Member, 2014 – 2017
 Membership Committee
 Community Service Committee
Central Indiana Talent Alliance Executive Committee, Board Member, 2010 – 2014
Ohio University Alumni Association Board of Directors, Board Member, 2007 – 2012
United Way of Central Indiana, Board Member, 2006 – 2011.
 Executive Committee
 Co-Chair: Ready to Learn/Ready to Earn Committee
 Campaign Cabinet (Raised \$38 million in 2009)

NATIONAL

Academy of Management Review, Ad Hoc Reviewer– 78th Annual Meeting – August 10-14, 2018
National Association of College and University Attorneys, 1998 – 2018
 The Journal Of College and University Law, Editorial Board, 2014 -2016
 First Decade Award, Recipient, 2008
 Board Advisory Council on Diversity and Inclusivity, Co-Chair 2001 -2004
 Committee on Finance and Audit, Member, 2002 - 2006
 Honors and Awards Committee, Member, 2006 - 2009
 Annual Conference Committee, Member, 2007 - 2010
 Committee on Strategic Planning, Member, 1999 - 2002
 Continuing Legal Education Committee, Member 2002 -2007

INVITED PRESENTATIONS:

LOCAL

Teaching Students How to Resolve Group Conflict with Cultural Competence and Learning	IUPUI Center for Teaching Edward C. Moore Symposium	March 5, 2021
Virtual Indy Business Outlook Panel	Indiana Business Journal	November 12, 2020
Resilience and Grit	Columbus, Indiana Chamber of Commerce	September 18, 2020
The Art of Negotiation	Beechgrove Chamber	February 13, 2020

	of Commerce	
How to Find Grit to Accomplish Your Goals Eli Lilly-Indianapolis (co-presented with Kim Saxton)	Eli Lilly-Indianapolis	February 12, 2020
Intercultural Negotiation	Spanish Ministry for Education Professional Development at IUPUI	October 21, 2019
Win-Win Negotiations	Indiana Pacers	May 14, 2019
Diversity in the Legal Profession	ICLEF CLE, Indiana State Bar Association	April 25, 2019
Generational Diversity for Attorneys	Indiana Bar Association LDA Conference,	March 15, 2019
Red Oceans, Blue Oceans	Indiana Tourism Conference	March 5, 2019
Values Clarification	IU Health Center	January 16, 2019
How to Negotiate Better What Every Woman Should Know (co-presented with Kim Saxton)	Women of Indiana University Conference	October 28, 2018
Negotiation Fundamentals	Urban League Indianapolis	March 8, 2018
The Perks and Importance of Generational Diversity	Indiana Association of School Business Officials	March 13, 2018
Negotiate to Collaborate: How to Get What You Want with CQ (co-present with Phil Powell)	LEAD Conference	October 9, 2017
Generational Diversity	Indiana State Bar Association Leadership Academy	May 19, 2017
Cultural Competency: Faculty Workshop	Maurer School of Law Indiana University	April 11, 2017

Negotiate to Collaborate: How to Get What You Want with CQ	Leadership Engagement and Discovery (LEAD) Conference	April 8, 2017
Effective Negotiations	Indiana Section of American College of OG/GYN Regional Conference	April 3, 2017
Creating a High Performing Culture	Great Lakes Business Council (Indianapolis)	January 18, 2017
Building Strong Multi-	Indy Go	September 15, 2016
Fairness and the Justice System The Role of Generational Differences	Annual Meeting of Indiana Judicial Officers	May 27, 2015
Dare to Dream	Martin Luther King, Jr Dinner and Celebration Rose-Hulman Institute of Technology, 2015	January 19, 2015
Courageous Conversations Confronting without Conflict	Indiana State Medical Association	September 20, 2013
Educational Challenges – Complexities, Challenges, and Competition Taylor	IUPUI Taylor Symposium 40 th Anniversary Keynote	March 8, 2012
REGIONAL		
Effective Negotiations Strategies for Women	AIA Regional Conference	December 5, 2019
Transforming Disruptive Innovation into a Competitive Advantage	Great Lakes WBC Conference	October 11, 2019
Diversity Recruitment, Retention and Inclusion	Illinois Recruiters' Forum University of Illinois-Urbana	April 23, 2019
What Every Professional Woman	Lakeshore Public Media Professional Women's Conference	September 17, 2018

How to write more inclusive job postings, April 9, 2021
Take your email seriously so you are taken seriously, January 8, 2021
The new future with inclusive leadership, November 20, 2020
How to give feedback that leads to success, September 18, 2020
How companies can ‘walk the walk’ on social issues, July 24, 2020
How to successfully manage remote workers, March 20, 2020
How to manage when it’s all in the family, January 10, 2020
After #MeToo, where do we go from here?, November 22, 2019
Are You a Micromanager?, October 11, 2019
Executive presence makes a difference,” July 19, 2019
Why failing (successfully) is a good thing to do, May 16, 2019
Why millennials say they avoid negotiating,” March 20, 2019
Why sponsors are key to women advancing in the workforce, February 1, 2019
Lesson from Losing Amazon—Attract More Millennials, December 7, 2018
How to Successfully Give Constructive Feedback, October 19, 2018
Angry People Win Some, But Lose More in Negotiations, September 7, 2018
When Sex, Politics, Religion Become Office Banter, April 6, 2018
The Answer Will Always be “No” If You Don’t Ask, February 16, 2018
Dear Millennials, We Need You, August 26, 2017
Company Culture: The Elephant in the Room, July 8, 2017
A Leader’s Apology in a Tweet, March 25, 2017
How to Deal with Bullies, February 4, 2017
Are You a New Leader: Here’s How to be Trusted Now, January 7, 2017?
For Future Negotiating Success, Get Gritty, September 29, 2016
Liar, Liar, Your Negotiation is on Fire, November 26, 2016
For Future Negotiating Success, Get Gritty, October 1, 2016
Crime Undermines Indy’s Many Advancements, March 15, 2014
Diversity Still Has Bad Rap in Indiana, January 18, 2014
Return to Sender: Get a Clue, November 2, 2013
The Insidiousness of Income Segregation, August 31, 2013
Older Neighborhoods Need Attention, June 29, 2013
More Black Men Are in College than Prison, May 4, 2013
Youth Violence is a State Health Issue, March 2, 2013
Bus Stigma Derailing Mass Transit, January 5, 2013
Lessons from the War on Poverty, December 1, 2012

Hamilton County Business Magazine

It’s Isn’t Just about the Shareholders Anymore, Aug/November 2020
The Art of Self-Promotion, Apr/May 2020
Confronting the Passive - Aggressive Employee, Dec/Jan 2020
Confronting Sexual Harassment, Oct/Nov 2019
Ethical Nepotism is not an Oxymoron, Aug/ Sept 2019
Decisiveness and Ethics: A Powerful Leadership Combo, June/Jul 2019
Rethinking the Performance Review,” Mar/April 2019
Why We Lie, February/March 2019
Try a Little Kindness—It’s an Effective, Low-Cost Business Strategy,
December/January 2019
The Ethical Negotiator, October/November 2018

Beyond the Golden Rule, August/September 2018
Attracting Millennials, June/July 2018
5 Warning Signs of Unethical Behavior, February 2018/ March 2018
Say Whoa to the Bro Culture at Work, December 2017/January 2018
Why Good People Make Bad Ethical Choices, October 2017/November 2017
Transparency: It Cuts Both Ways, July 2017/August 2017

Indy Midtown Magazine

Feeling 'Zoomed out?' Here's how to Zone in on Your Next Virtual Meeting,
September 11, 2020

INside INdiana Business

When Good People Make Bad Decisions, July 3, 2015
Negotiating Salary: You Don't Get What You Don't Ask For, May 13, 2015
Retain Your Best Performers. Give Them T-I-M-E, April 6, 2015
Tips for E-mail Negotiation, June 24, 2014
Diversity and Inclusion: Own it. Shape it. Make it Happen, March 29, 2014

Indiana Business Journal: Forefront

The Donald Sterling Affair, April 29, 2014
Oppose Obamacare? Give It Up and Turn It Loose, April 1, 2014
Honor Delayed but Not Denied, March 19, 2014
Stop Using "Black on Black, March 13, 2014
Wanted in Indianapolis: New Rich People, March 2, 2014
Bilingual America is the Beautiful, February 4, 2014
MLK Day: Stay in School, January 20, 2014

Indianapolis Recorder

Why it Sometimes Pays to be a Savvy Imitator, June 16, 2016
Groupthink: When Good People Make Bad Decisions, May 26, 2016
Negotiating Salary: You Don't Get What You Don't Ask For, April 8, 2016
For Working Families, Employers, Government, Make 2016 a Year of Progress," January 15, 2016

OTHER DISSEMINATION:

Blog Posts

Feeling Zoom Out? Here's how to zone in on your next virtual meeting, Kelley IUPUI Blog, June 10, 2020
Negotiation: A Women's Most Powerful Career Tool, Linking Indy Women, November 12, 2019
Resilience & grit: Charlotte Westerhaus-Renfrow lives the principles of her work, Kelley-IUPUI Blog, August 19, 2019
Negotiation: A Woman's Most Powerful Career Tool, Linking Indy Women, June 25, 2019
Kelley School Faculty at IUPUI Discuss Equal Pay Act, Indiana Women Conference Blog, April 4, 2017

Podcasts/Webinars/Television Interview/YouTube Post

Courageous Conversation: Confrontation without Conflict, Illinois Section AWWA," December 14, 2021

Kelley Women: How to Advocate for You with a Resilient Personal Brand, Kelley School of Business Alumni Association's event series, Kelley Women: How We Succeed, April 21, 2021

Raising All Voice for Equity & Justice, Center for Global Partnership & Learning, Pepperdine University, March 25, 2021

Moment to Momentum, with Scott Abbott, October 27, 2021

Big Changes Underway at IUPUI Kelley School of Business, Inside Indiana Business, Televised interview, March 7, 2021

Find Motivation in the Classroom, IUPUI Kelley Webinar, December 8, 2020

Let's Talk Sistahood: How to be an Ally for Women of Color," Integrating Women's Leadership, November 19, 2020

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