

Victoria Hammett, PhD

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EDUCATION

Hampton University	PhD, Higher Education Administration	August 2018
<i>Dissertation: Faculty Integrating Technology into Higher Education Courses: A Quantitative Analysis</i>		
University of North Carolina at Greensboro	Post-Master Certificate	May 2012
<i>School Administration-Licensure (K-12)</i>		
North Carolina A&T State University	MS, Higher Education Administration	December 2004
North Carolina A&T State University	BS, Marketing	May 2002

HIGHER EDUCATION EXPERIENCE

University of North Carolina at Chapel Hill:

Assistant Director of Education and Evaluation

August 2022-Present

- The Odum Institute
- Lead in selecting qualified and diverse educators to teach Odum's cliental
- Develop curricula around qualitative, quantitative, mixed-methods, and data science, for the social, behavioral, and health sciences
- Instrumental in developing class offerings and schedules for face-to-face and virtual courses
- Assist in developing Odum's strategic vision for educational and research skill building needs of faculty, staff, students, and corporate affiliates within the social science research community
- Offer consultations to faculty, staff, students, and corporate affiliates aiding in design and implementation and evaluation for their research projects and course offerings.
- Administrator intermediary for Diversity Equity and Inclusion in Research (DEIR) certificate program

University of North Carolina at Greensboro:

Assistant to the Dean for Equity, Diversity, and Inclusion

October 2016-August 2022

Simulation/Experiential Learning Specialist

- Developed, along with senior leaders, UNCG School of Nursing's (SON) strategic plan and operating procedures for the 2020-2022 school year
- Led in developing polices, evaluation protocols, and procedures related to the SON Simulation Center
- Responsible for managing simulation center with a departmental budget of \$600k yearly
- Key collaborator along with senior university leaders on planning and designing the new SON \$105 million, 180,00-square-foot building facility
- Created course curriculum, support objective structured clinical examinations, and provided lead oversight and support for all simulation educational resources within the School for undergraduate, master, post-master and PhD level students
- Collect, interpret, and analyze data related to simulation usage and evaluation; submit annual outcome and evaluation reports to the Dean to analyze and include in University metrics
- Facilitate training sessions to ensure faculty members gain knowledge of operation functionality of hardware/software for providing skill development and assessment for students
- Create and develop strategies through an equity, diversity, and inclusion (EDI) plan that increases student, staff, and faculty retention and success

University of North Carolina at Chapel Hill:

Educational Consultant

March 2011-October 2016

- Eshelman School of Pharmacy, Graduate; Education Technology
- Subject matter expert for learning management systems Sakai, Blackboard, ExamSoft, ConnectCarolina/PeopleSoft/Banner, and Starfish
- Co-managed educational technology center that expand over Western/Triad/Eastern North Carolina with a budget of \$1.2 million dollars annually
- Liaison and technical trainer for NC Area Health Education Center (AHEC) and Mountain Area Health Education Center (MAHEC) preceptors
- Identified and created new ways to present teaching material and developed a broad range of multimedia, online, and classroom-based solutions to enhance student learning
- Trained faculty to integrate instructional tools to facilitate classes delivered to UNC-Chapel Hill, Elizabeth City State University & UNC-Asheville students
- Designed and implemented instructional strategies based on current pharmacy teaching methodologies

University of North Carolina at Chapel Hill:

Human Resource Consultant

October 2007-March 2011

- Finance and Operations-Associate Vice Chancellor for Finance Office, Finance Training Specialist
- Interpreted, applied, and communicated policies, procedures, and regulations set by the University, Federal Government and State of North Carolina
- Provided student-centered human resource, financial, eProcurement, payroll, and timekeeping systems training for over 17,000 University employees, which included curriculum design, development, needs assessment, and session evaluation
- Implemented the first university-wide initiative of a new payroll system called Time Information Management (TIM)
- Created virtual, face-to-face, and online interactive training materials and handbooks for staff, faculty, and senior leaders
- Negotiated contracts for purchase of training services from outside vendors and responsible for writing proposals for funding
- Planned, coordinated, advertised, and secured facilitators for certificate based Continuing Education Units (CEU) offered to CPA's across NC
- Provided counseling to employees on sensitive subject matters regarding personnel and payroll concerns

Bennett College for Women:

Student Affairs Intern

January 2004-December 2004

- Collaborated with the College President on research and contributed to strategic planning for the university
- Assisted the Dean of Student Affairs by supervising multiple offices including Office of Scholarships & Student Aid, Housing, Judicial Affairs, Athletics, Student Activities, Counseling and Career Services
- Wrote policies to address opportunities within the school and handled confidential, sensitive information
- Developed and presented an oral and written report of student affairs policies created for Bennett College, in accordance with an accreditation hearing for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) in Decatur, GA
- Partnered with faculty, staff, and students to formulate strategies and develop policies that assisted the College in shaping its enrollment to increase academic quality, diversity, and funding

OTHER EMPLOYMENT EXPERIENCE

American Express: Corporate Trainer

June 2003- October 2007

- Provided formal, classroom style training to new hire associates, as well as on-going system and skill reinforcement training for existing employees
- Supervised new representatives and ensured they were prepared for transition to the sales floor by monitoring their on-going progress and assessing their performance level
- Stationed six months at a time in Tucson Arizona, and Manila Philippines to launch new affiliate vendor sites, acclimate new associates to the American Express culture, and train sales consultants and senior leaders at the newly formed locations
- Taught over 250,000 pages of information to new employees and affiliate vendor sites while maintaining high performance and low attrition rates
- Adapted lessons to the various learning styles of adult trainee
- *Team managed was consistently recognized by American Express Corporation for sales ability (Maintained top 10% worldwide)*

HIGHER EDUCATION TEACHING EXPERIENCE

University of North Carolina-Chapel Hill: Educational Consultant

June 2013-October 2016

- Developed, designed and implemented course for undergraduate students PHCY 124 (Contemporary Communications in Healthcare), and course for graduate students PHCY 811 (Contemporary and Applied Communications in Healthcare)
- Infused technology into the curriculum to enhance student learning

High Point University: Adjunct Professor

August 2020-Present

- Examining how to measure public opinion and audience reactions using qualitative and quantitative methods. This course is for graduate level students (CBL 5100-01 Data and Decision Making). Lead in course design
- Exploring persuasion and negotiation skills and to understand communication strategies via analytical and theoretical framework. This course is for graduate level students (CBL 5200-01 Persuasion, Positioning, and Negotiation)

PROFESSIONAL PRESENTATIONS

- *Bridging Interdisciplinary Communication Gaps: Early Education to Promote Effective Healthcare*-**Presenter:** American Association of Colleges of Pharmacy (AACP), National Harbor, MD (July 2015)
- *Improving Professor/Student Dynamics Using Videoconference Robots*-**Featured Conference Presenter:** UNC Cause, Charlotte, NC (November 2014)
- *Innovative Leadership and Diversity: A Multifaceted Approach to Achieving Diversity Outcomes*-**Presenter:** American Association of Colleges of Pharmacy (AACP), National Harbor, MD (July 2015)
- *The Effect of Diversity Initiatives on Student Leadership Engagement*- **Presenter:** American Association of Colleges of Pharmacy (AACP), National Harbor, MD (July 2015)
- *Rethinking Pharmacy Education: Expanding the Academic Reach*-**Presenter** North Carolina Health Professions Diversity Conference (NCHPDC), Greensboro, NC (August 2015)-**Awarded Best Poster**
- *Understanding the Code: Sociolinguistic Culture and African American Female Doctoral Student Retention*-**Presenter:** Clute Institute, San Juan, Puerto Rico (March 2015)-**Awarded Best Paper**

GRANT SUBMISSION

- *HRSA-Nurse Education, Practice, Quality and Retention (NEPQR) Simulation Education Training* July 2022
\$493,792 over a 2-year period- **Funded**
- *HRSA-Leadership Education and Diversity (LEAD) in Maternal Child Health (MCH)* January 2021
\$770, 511 over a 5-year period-**Funded**
- *HRSA-Nurse Education, Practice, Quality and Retention (NEPQR) Simulation Education Training* June 2020
\$2 million over a 2-year period-**Not Funded**

SOFTWARE/SKILLS

HR systems: TIM, Connect Carolina/PeopleSoft/Banner, eProcurement, HRIS, Infoporte, Starfish

Lecture Capture: Echo 360, BlueJeans, Zoom, Adobe (Captivate, Connect, Premier, Photoshop), Camtasia Studio, Snagit, Sound Forge, Joomla

LMS: Blackboard, Canvas, Sakai, Moodle, ExamSoft

Research/Survey: Qualtrics Survey, SPSS,

Medical Simulation Technology: CAE (Healthcare Training Simulation Technology), B-Line (Healthcare Audiovisual Capture Tool), High Fidelity Simulation Manikins (Laerdal and Gaumard), Anatomage Table (3-D Medical Imaging), Classroom Scheduling systems, and Clicker Response systems (Poll everywhere, Turning Point, iClickers), Avkin (Wearable Technology)

Additional Training: FERBA, HAVEN Trained (Sexual or interpersonal violence, or stalking)

ACTIVITIES & AFFILIATIONS

- Alpha Kappa Alpha Sorority Inc.-Beta Iota Omega Chapter 2007-Present
- American Association of Colleges of Pharmacy (Workforce Diversity Executive Board) 2014-2016
- Guilford County National Pan-Hellenic Council Executive Board 2011-Present
- Miriam P Brenner Children's Museum Executive Board Member 2021-Present
- Society for Simulation in Healthcare-Team Lead/Course Proposal Reviewer 2019-Present
- UNC-Chapel Hill Carolina Black Caucus-Executive Board Member 2009-2016
- UNC-Chapel Hill (Eshelman School of Pharmacy) Educational Research Proposal Reviewer 2013-2016
- UNC System Staff Assembly 2015-2016
- UNCG Avahleen Cain Staff Excellence Award-Executive Board Member 2018-2022
- UNCG Chancellor's Advisory Committee on Equity, Diversity, and Inclusion Excellence 2020-2022
- UNCG School of Nursing Accreditation Board Committee 2019-2022
- UNCG School of Nursing Strategic Planning Committee 2018-2022