

KM

KIMBERLY ANN MAIOCCO

DEAN, CHAIR, PROGRAM DIRECTOR, AND
PROFESSOR OF BUSINESS



OBJECTIVE

A business and education executive seeking opportunities to motivate, transform, and inspire students and educational leaders to achieve career goals through high-quality education, real-world application, and professional development.

EDUCATION

DOCTOR OF BUSINESS ADMINISTRATION

- LIBERTY UNIVERSITY

Cognate: Leadership

Dissertation: *A Quantitative Examination of the Relationship Between Leadership and Organizational Commitment in Employees of Faith-Based Organizations.* (Advisor: Dr. Eric Richardson)

MASTER OF SCIENCE IN MARKETING

- LIBERTY UNIVERSITY

Digital Marketing and Advertising Cognate
(in progress)

MASTER OF ARTS APPLIED PSYCHOLOGY

- LIBERTY UNIVERSITY

Developmental Psychology

MASTER OF EDUCATION

- LIBERTY UNIVERSITY

Teaching and Learning Leadership
Graduate with High Distinction

MASTER OF BUSINESS ADMINISTRATION

- FLORIDA INSTITUTE OF TECHNOLOGY

BACHELOR OF ARTS IN ACCOUNTING

- UNIVERSITY OF SOUTH FLORIDA

ASSOCIATE OF ARTS IN BUSINESS

- ST. PETERSBURG UNIVERSITY

CONFERENCES, PRESENTATIONS, ARTICLES, AND INTERVIEWS

CONFERENCES

- SACSCOC ANNUAL CONFERENCE, 2023



678-677-3141



kimberly.maiocco@gmail.com



[@DrMaiocco](https://twitter.com/DrMaiocco)



[Kimberly Maiocco](https://www.linkedin.com/in/KimberlyMaiocco)

VITAE

KIMBERLY ANN MAIOCCO

STRENGTHS

Strategic, achiever, activator, futuristic, learner

SKILLS

Leadership, strategic planning, public speaking, entrepreneurialism, business strategy, change management, financial management, marketing, coaching, and mentoring.

PERSONALITY

ENTJ-T, "The Commander", Enneagram 3, Directing Motivator

- MISBO-SAIS ACADEMY: OPERATIONAL LEADERSHIP, 2020
- ASSOCIATION OF CHRISTIAN SCHOOLS INTERNATIONAL, 2019 - 2016
- NATIONAL ASSOCIATION OF UNIVERSITY-MODEL® SCHOOLS, 2015

PRESENTATIONS

Maiocco, K. (2024). "Truett Talks – Sufficiency of Scripture from a Business Perspective" Presented to Truett McConnell University.

Maiocco, K. (2023). "Building a Better Future: Qualities for Hired Employees and Addressing the State of Our Country." Presented to Lions Dean Chapel.

Maiocco, K. (2023). "Biblical Sufficiency and Authority in the School of Business." Presented to TMU Trustees.

Maiocco, K. (2023). "Strengths Finder seminar series." Presented to TMU Sigma Beta Delta.

Maiocco, K. (2023). "Student expectations." Presented to TMU 2023 Freshman.

Maiocco, K. (2019). "The leadership law of legacy: The importance of succession planning." Presented to the Johnson Ferry Baptist Church Education Staff.

Maiocco, K. (2019). "Leadership, innovation, and SMART goals." Presented at the School of Ministry and Missions.

Maiocco, K. (2019). "Maundy Thursday: An encouragement for Christian educators." Atlanta Christian School Association.

Maiocco, K. (2019). "Office yoga: Focus on breath and movement." Georgia Neurobehavioral Associates

Maiocco, K. (2018). "Situational leadership and faith-based organizations." Developed for the School of Ministry and Missions.

Maiocco, K. (2017). "Leadership theory and topics: Applying leadership principles to faith-based organizations." Presented at the School of Ministry and Missions.

Maiocco, K. (2017). "Qualified educational expense (QEE), the IRS, and Christian education in Georgia." Presented at Johnson Ferry Baptist Church All Staff.

Maiocco, K. (2016). "Leadership, vision, and mission, a women's role." Presented at Flagler Bible Fellowship 2016.

Maiocco, K. (2015). "Hybrid schools and homeschooling in Georgia." Presented at Governor Deal's Education Reform Commission Educational Options and School Choice subcommittee.

VITAE

KIMBERLY ANN MAIOCCO

COLUMBIA INTERNATIONAL UNIVERSITY, DOCTORAL CHAIR AND REPRESENTATIVE

DOCTOR OF BUSINESS ADMINISTRATION (DBA) – CHAIR

Turner, J. (2024). “Exploring the Influence of Student Success on Generation Z Undergraduate Christian Higher Education Student Retention: A Phenomenological Case Study.”

PHD ORGANIZATIONAL LEADERSHIP (POL) - CHAIR

Adams, K. (2023). “The Perception of Emotionally Intelligent Leadership as an Influence on the Retention of South Carolina Correctional Staff: A Phenomenological Study.”

Bryski, C. (2023). “Occupational Self-Efficacy & Community Engagement Practices of Educational Leaders in Ohio Public Local Educational Agencies: A Quantitative Study.”

Elliott, Z. (2023). “Leadership Styles of Commanding Officers & Organizational Culture.”

Morelock, C. (2023). “The Influence of Transformational Leadership on Ministry Vision & Membership Growth in Southern Baptist Churches.”

Pinson, D. (2023). “The Relationship Between Steward Leadership Climate and Employee Work-Life Balance.”

Aichele, M. (2022). “A Correlational Examination of the Relationship Between Authentic Leadership Characteristics & Work-Life Balance in Solopreneurs.”

Fields, Y. (2022). “South Carolina, PreK-12th Grade, Public School Teachers: A Correlational Examining Areas of Work-Life and Burnout.”

Murphy, M (2022). “One Good Turn: Explaining the Relationship Between Steward Leadership & Organizational Citizenship Behavior in Nonprofit Employees.”

Tolbert, C. (2022). “A Hermeneutic Study of Industrial Distribution: The Nuanced Understanding of Organizational Fitness in the Context of Complex Systems & Memetic Culture.”

Elledge, J. (2021). “The Relationship Between Employee Perceptions of Supervisors’ Servant Leadership and Culture in U.S. Parks and Recreation Organizations.”

Tadlock, J. (2021). “Teacher Turnover: A Study of Transformational Leadership Strategies.”

PHD ORGANIZATIONAL LEADERSHIP (POL) – UNIVERSITY REPRESENTATIVE

Dretke Maher, D. (2022). “Examining the Mediating Role of Aesthetic Experience When Transforming from Steward to Steward Leader.”

VITAE

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Marlowe, A. (2022). "How School-level Administrators in Florence, South Carolina Describe the Impact of Interscholastic Athletics on School Culture."

Jones, S. (2022). "Mid-Level Managers' Leadership Qualities: A Case Study at The University of Alabama."

Crisp, C. (2021). "Senior Pastors' Leadership Capacity to Support Healing and Wholeness Ministries in the Local Church."

Fajardo, A. L. (2021). "An Analysis of Procedures Used to Evaluate Chief Administrators in Member Schools of the Association of Christian Schools International."

Gentry, R. R. (2021). "Primary Educational Organizational Cultures and Their Relationship to Future Enrollment in STEAM Courses in Secondary Education."

Hills, P. S. (2021). "The Effectiveness of Steward Leadership in Christian Non-profit Organizations."

Jinks, P. (2021). "Mission Matters: An Exploration of How South Carolina Nonprofits Determine, Measure, and Report Mission Effectiveness."

Lyons, A. L. (2021). "Christian School Teachers' Perceptions of Leadership Behavior and School Climate."

Moore, S. D. (2021). "Generation to Generation: The Transmissional Task of Narrative Leadership: A Case Study."

Palumbo, C. M. (2021). "Finding Effective Management Methods for Leading the Army's Generation Z Sustainment Soldiers."

Sterling, R. O. (2021). "Developing a Culture of Steward Leadership in a Faith-Based Healthcare Organization."

Waddell, A. (2021). "Organizational Leadership Challenges of Providing Trauma-Informed Care During a Global Pandemic."

AIR UNIVERSITY, ISLAMABAD - EXTERNAL, FOREIGN EXPERT THESIS EVALUATION

Tariq, A. (2023). "Examining the nexus between organizational configuration and organizational performance: A parallel and serial multiple mediation analysis."

Shahzad, U. (2023). "Intimate co-creation: Scale development and validation."

Asghar, R. J. (2021). "Impact of Big Five Personality Traits on Training Transfer with Mediating Role of Motivation to Transfer and Moderating Role of Perceived Support from Supervisor and Perceived Organizational Politics."

Abrar, F. (2021). "Mediating effect of Human Capital and Individual Absorptive Capacity between Knowledge-based HR Practices and Employee Innovative Behavior."

VITAE

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Ansari, N. Y. (2019). "Customer Value Co-operation Behavior: Role of High-Performance Work Practices, Psychological Capital, Work Engagement, Job Embeddedness and Employee Innovative Behavior."

Waheed, H. (2019). "The Determinants of Incremental and Radical Employee Creativity: An Interactionist Perspective."

Abbasi, S. G. (2018). "Impact of organizational culture and knowledge governance mechanisms on knowledge sharing behaviors in higher education: An ability, motivation, opportunity."

Khalid, A. (2017). "Reconceptualizing the impact of political skill on positive behavior and job embeddedness."

BHAUDDIN ZAKARIYA UNIVERSITY, MULTAN - EXTERNAL, FOREIGN EXPERT THESIS EVALUATION

Akram, A. (2024). "Sustainable Career and Employee Well-Being at Work Place: A Study of Pakistani Organizations"

HAMDARD UNIVERSITY, ISLAMABAD - EXTERNAL, FOREIGN EXPERT THESIS EVALUATION

Shamshad, I. (2021). "Emotional Intelligence and Well-being: A Longitudinal Study to Explain Underlying Mechanism using Perceived Work Characteristics."

SAGE OPEN MANUSCRIPT ARTICLE EDITOR

(2023). "The impact of action-oriented approach of education for sustainable development on sustainability consciousness: Evidence from higher education, Malaysia."

Chen et al. (2022). "Evaluation of scientific research in universities based on the theories for sustainable competitive advantage."

(2021). "Transformational leadership and project success; the moderating effect of top management support."

Inam, A. (2018). "How self-leadership enhances sustainable work performance and normative commitment by engaging people at work."

RESEARCH ARTICLES

Maiocco, K., Tolbert, C. L., Turner, J, & Quarles, K. (2024). "Exploring Micro-Business Enterprises in Nicaraguan Barrios."

K-12 EDUCATION ARTICLES

Maiocco, K. (2018). "Motivating the elephant." *The Current*.

Maiocco, K. (2018). "Metacognition: What is it and how parents can use it to help their children." *The Current*.

Maiocco, K. (2018). "What is a K-12 college style education?" *The Current and LinkedIn*.

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Maiocco, K. (2018). "A different take on college." *The Current and LinkedIn*.

BUSINESS ARTICLES

Maiocco, K. (1991). "An account manager's dream." *Lease Illustrated*.

RESEARCH REPORTS

Maiocco, K. (2024). *Micropreneur*.

INTERVIEWS

Wingfield, K. (2015). "Pay for high school or pay for college? Why not both?" *Atlanta Journal Constitution*.

Dickerson, A. (1999). "Planned expo points to growing trend in county." *Atlanta Journal Constitution*.

Atlanta DataCom. (1992). "Continuously improving customer service" *On Call: A Quarterly Focus on Datacommunication Issues*.

SCHOLARSHIP & COURSES TAUGHT

Winner - Private School Best of Marietta, 2017

Doctoral Courses

- DBA Topics and Launch
- ADPE Introduction
- ADPE Literature Review
- ADPE Project Method
- ADPE Project Launch
- ADPE Solutions and Recommendations
- Launching New Ventures and Managing Change
- Organizational Behavior
- Applied Business Research Projects
- Dissertation I Problem Statement Identified
- Dissertation II Prospectus
- Dissertation III Literature Review
- Dissertation IV Proposal Writing/Defense
- Dissertation V Writing/Research
- Dissertation VI Writing
- Dissertation VII Defense

Graduate Courses

- Team Building and Team Management
- Strategic Planning and Management
- Business Research and Data Analysis
- Management and Organizational Leadership
- Business Research Methods

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- 21st Century Marketing
- Environment of Human Resource Management
- Strategies of Brand Management
- Managerial Finance
- Internship

Undergraduate Courses

- Principles of Leadership
- Leadership and Public Speaking
- Leading Through Change and Conflict
- Introduction to Corporate Finance
- Marketing
- Human Resource Management
- Organizational Behavior
- Organizational Behavior and Change Management
- Strategic Management
- Managerial Accounting
- Financial Accounting II
- Management Information Systems
- Macroeconomics
- Microeconomics
- International Business

INDUSTRY EXPERIENCE

DEAN OF THE SCHOOL OF PROFESSIONAL STUDIES

**CHAIR AND PROFESSOR OF BUSINESS • TRUETT MCCONNELL UNIVERSITY
2015 – PRESENT**

The Chair of the Hans Hut School of Business is responsible for leading and administering the affairs of the School of Business including curricular areas under the supervision of the Vice President for Academic Affairs, engaging in faculty evaluation, professional development, advisement, engaging in the budgeting process. Professor of Business teaching 6 hours of online graduate courses, student and course support including the review of courses to ensure currency of materials and curriculum; development and maintenance of skills associated with the delivery and support of online curriculum, assist in design and development of new curriculum for online delivery, and responsible for Student Learning Outcome Assessment (SLOA) for accreditation compliance. DBA and MPA Program Coordinator responsible for accreditation review and reporting.

Previous responsibilities: MBA and MAAC Program Coordinator responsible for accreditation review and reporting.

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PROGRAM DIRECTOR AND FACULTY FOR CIU GLOBAL BUSINESS PROGRAMS, PROFESSOR OF BUSINESS, DOCTORAL MENTOR, SUBJECT MATTER EXPERT, DBA • COLUMBIA INTERNATIONAL UNIVERSITY • 2018 – PRESENT

Program oversight for DBA including faculty, curriculum, and accreditation and DBA faculty member. Curriculum council and doctoral committee responsibilities. Additional responsibilities include Subject Matter Expert (SME) and course development. Previous responsibilities included oversight for AA, BS, MBA faculty, curriculum, and accreditation, support of students and oversight of curriculum. Program team member for PhD in Organizational Leadership, Master of Business, and Master of Organization Leadership programs. Lead Mentor overseeing Mentors in the Organizational Leadership PhD Program. Served as Mentor to DBA and PhD students in Organizational Leadership program.

PART-TIME FACULTY, SCHOOL OF BUSINESS-TECHNOLOGY – DOCTOR OF BUSINESS ADMINISTRATION CAPSTONE FACULTY AND MENTOR (ONLINE) • CAPELLA UNIVERSITY • 2021

Program team member for DBA program. Faculty responsibilities include course facilitation and student support.

MENTOR • GORDON COLLEGE • 2019 – 2022

Responsibility as mentor and coach for students during their enrollment in the school of education to promote exceptional student experience for retention and completion. Provides encouragement regarding professional advancement, overcoming challenges, and talent development through positive encouragement, realism checks, and general feedback.

Specialized in business and education process consulting, business strategy, talent development and coaching, leader and teacher training, and professional development.

CHIEF FINANCIAL OFFICER • TRIBE 2220, INC. • 2019 – PRESENT

Responsible for day-to-day business operations, ministry partner funding and donations, financials, and taxes.

PROFESSIONAL EXPERIENCE

PARTNER • FIRM FOUNDATION CONSULTING GROUP, LLC •

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2018 - 2022

HEAD OF SCHOOL • JOHNSON FERRY CHRISTIAN ACADEMY •

2004 - 2020

Founder of Johnson Ferry Christian Academy an accredited K – 12th microschool/hybrid school of academic excellence. Responsibilities include efficient and effective school operations in support of the vision and mission established by the Board, strategic business planning and visionary leadership, new business development, budget and fiscal planning and oversight, fostering a team environment with administrative staff and faculty, leadership and oversight of accreditation compliance, and student support and development.

Chief Financial Officer • His Kids Publishing, Inc. • 2002-2013

Responsible for day-to-day business operations, financials, taxes, and inventory management.

Executive Director • Timothy Ministry • 1998-2004

Founder of Timothy Ministry, an academic and enrichment program for K – 12th grade. Responsibilities included business plan design and process, new business development, staff development, project management, marketing, accounting and financial responsibilities, course development, curriculum selection and scheduling.

Lay Director • Children's Ministry Mountain View UMC • 1995-1996

Responsibilities included children's Wednesday night activities, children's choir, and Vacation Bible School.

Consultant • British Telecom Global Operations, Americas • 1992-1993

Responsibilities included reviewing customers current quality system in comparison to ISO 9001 standard requirements; presentation of ISO 9000 to employees; facilitated the development of quality policies; revise current documentation; conduct internal audit; flow charting processes; facilitated the development of activity profiles and job files with all first-line managers; compile training documentation and develop matrix database function to maintain and monitor information; interviewed temporary/permanent candidates for Quality Management System (QMS) department; and review parent company quality documentation system to assist in implementation period to pre-audit registration.

Director of Sales and Marketing • ADCom • 1991-1992

Responsibilities included market analysis, recommendation of vendors and product lines, initiating marketing programs to increase sales revenues, and product training for sales managers. Also, responsible for all trade shows. Previous responsibilities included hiring and managing sales support staff.

AT&T Paradyne Corporation • 1988-1991

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Product Marketing Manager - Responsibilities included instructing the marketing team on the corporate continuous improvement tools used to determine and analyze defects; implementing quality control programs to measure internal and external customer satisfaction; flow charting processes, determination of defects that occurred in the process, regression analysis of the defects, implementing programs to reduce defects, monitoring the success of these programs; reporting these measurements to senior management for the use of internal monitoring and external qualifications toward the Malcolm Baldrige National Quality Award. Managed the coordination of small regional disaster recovery trade show with the AT&T advertising/trade show department. Responsibilities include pre-show marketing and assigning post-show leads and tracking and reporting sales against show leads. Additional responsibilities included instructing Blessing/White's Managing Personal Growth.

Lease Business Unit – Asset Management and Continuous Improvement, Accountant of Equipment Base Assets.

PROFESSIONAL DEVELOPMENT

CERTIFICATIONS

- Foundations of Change, Kotter International (2023)
- Collaborative Institutional Training Initiative (CITI) Basic Course, 2017, 2020
- Collaborative Institutional Training Initiative (CITI) IRB Members Curriculum Group and Course Learner Group, 2020
- International Psychometric Evaluation Certification (IPEC), 2019-2020
- *Habitudes* Intensive, 2019
- Gallup-Certified Strengths Coach, 2018, 2020, 2022, 2024
- MinistrySafe Sexual Abuse Awareness, 2018
- MBTI® Certified Practitioner, 2018, 2020, 2022, 2024
- ProEthica® Program for Leaders: Foundations, 2018
- CPR, AED, and First Aid Certified, 2018, 2020
- Association of Christian Schools International, Executive Director, 2015 to 2021
- Professional Futures Trader, OTA (2016)
- Professional Forex Trader, OTA (2016)
- Platform Immersion Course, OTA (2016)
- Insights Discovery® Certified Practitioner, 2015 to present
- Certified Financial Counselor, Larry Burkett, 1997



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- British Standards Institute: Lead Auditor, 1993,
- British Standards Institute: Auditing to ISO 9000, 1993,
- British Standards Institute: Quality System Documentation, 1993
- AT&T Sales Training, 1992
- Managing Professional Growth (MPG) Instructor Certification (Blessing & White), March 1991
- Territory Planning and Management Training, 1991
- Continuous Improvement Tools (CIT) Training (TQM Training), 1990
- Managing Professional Growth (MPG), 1990
- Basic Sales Training, 1989
- Basic Data Communications Training, 1989

YOGA CERTIFICATIONS

- Certified Yoga Instructor – Yoga Alliance RYT 200
- Registered YogaFaith Children’s Trainer– R-YFCT
- Registered YogaFaith Yin Trainer – R-YFYT

MEMBERSHIPS

- Atlanta Christian School Association, 2015-2021
- American Board of Vocational Experts, 2019-2020
- International Coach Federation, 2019
- Association for Educational Communications and Technology, 2018
- Flagler County Board of Realtors, 2020-present

WORKSHOPS

- Use Generative AI as Your Thought Partner, Coursera, (2024)
- Introduction to Qualitative Coding with Delve, 2020
- Creating Vocational Evaluations, Kelvin Leonard, 2018
- Disney Leadership Institute, 2018
- Situational Leadership II, Ken Blanchard, 2016

TRAINING

- Security Culture and You, 2023
- Kevin Mitnick Security Awareness Training, 2023

CONTINUING EDUCATION

- 104 Compliance Refresh, Stellar MLS, 2024
- 14-hour Real Estate CE w/Ethics and Core Law, 2024
- 45- hour Post-Licensing Education for Florida Real Estate Sales Associate, 2021

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ADDITIONAL ACHIEVEMENTS AND VOLUNTEERISM

- **Faculty Excellence Award**, Truett McConnell University, 2024
- **Real Estate Sales Associate**, Palm Wave Realty
- **Mission Trip Leader** (Ireland), 2019, 2022
- **Annual Mission Trip Leader** (Nicaragua), 2010-2019, 2022-2024
- **Atlanta Christian School Association**, Treasurer, 2019-2021
- **Association of Christian Schools International**, External Review Assistant Chair, 2019, External Review Team Member, 2017
- **AdvancEd/SACS** (non-partisan organization that conducts rigorous, on-site external reviews of Pre-K-12 schools and school systems to ensure that all learners realize their full potential), accreditation External Review Team Member, 2016, 2017
- **College Ministry**, Johnson Ferry Baptist Church, 2014-2020
- **Student Ministry**, Johnson Ferry Baptist Church, 2004-2013
- **Co-author**
Things My Father Taught Me Through Sports: Playing the Game of Baseball
Things My Father Taught Me Through Sports: Playing the Game of Football
- **North Metro Area Homeschool Expo**, Organizer, 1999
- **AT&T Paradyne**, Marketing/Sales Award, 1992
- **Pinellas County School System Volunteer**, 1991
- **Nominated for the 'Honeywell Organization for Women' Scholarship**, 1991
- **Advocates for Shelter Action (ASAP)**, Policy Volunteer, 1991
- **AT&T Paradyne**, Marketing Excellence Award, Third Quarter 1990
- **National Association of Accountants**, Director of Newsletter, Board Member, 1989-1990