

GAYLENE M. GORDON, PHD

INTERDISCIPLINARY SCHOLAR-PRACTITIONER | STUDENT SUCCESS & ORGANIZATIONAL
DEVELOPMENT LEADER | SOLUTIONS STRATEGIST

PROFESSIONAL SUMMARY

Interdisciplinary scholar-practitioner, educator, solutions strategist, and organizational leader with 25+ years of experience spanning higher education, human resources leadership, student development, community engagement, and trauma-informed youth advocacy. Newly awarded PhD in Childhood Studies with expertise in childhood resilience, juvenile justice, educational equity, social-emotional development, and culturally responsive practice. Proven record designing instructional and professional development programs, supporting graduate education administration, mentoring graduate and executive-level learners, facilitating student success initiatives, and leading organizational transformation across academic, nonprofit, and corporate sectors.

CONTACT DETAILS



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CORE COMPETENCIES

Higher Education & Academic Leadership

- Curriculum Development
- Student Success Initiatives
- Scholarly Mentorship
- Undergraduate Teaching & Learning
- Graduate Instruction & Program Administration
- Graduate Student Development
- Accreditation Support
- Instructional Design

K-12, Community & Consulting

- Trauma-Informed Care
- Restorative Practices
- Social-Emotional Learning (SEL)
- Childhood Development
- Juvenile Justice Systems
- At-Risk Youth Advocacy
- Teacher Professional Development
- District & Community Partnerships

Executive Leadership

- Organizational Transformation
- Change Management
- Strategic Planning
- Program Development
- Stakeholder Engagement
- Executive Coaching
- Cross-Functional Leadership
- Workforce Development

PROFESSIONAL EXPERIENCE

Rutgers University-Camden | **CV Available Upon Request**

Graduate Assistant | 2025-2026

Graduate Writing Assistant | 2019-2025

Part-Time Lecturer & Instructor | 2017-2024

Key Contributions

Delivered instruction, mentorship, and academic support across undergraduate and graduate programs while advancing institutional student success initiatives.

- Mentored graduate students through theses, dissertations, capstones, and scholarly writing projects, supporting degree completion and academic persistence across multiple disciplines.
- Designed and facilitated professional development programming, writing workshops, webinars, and educational resources supporting graduate student success.
- Collaborated with faculty, staff, and administrators across more than 30 academic programs to support graduate education initiatives and interdisciplinary student engagement.
- Supported graduate admissions, applicant management, admitted-student programming, matriculation, and student success initiatives across the graduate student lifecycle.
- Developed educational webinar content archived by the Graduate School and the Executive Master of Public Administration Program for ongoing student learning and program support.
- Taught courses in Criminal Justice, Research Methods, Violent Crime, Social Research Methods, Gender and Juvenile Justice, and Youth Advocacy.
- Developed learner-centered instructional experiences integrating strengths-based, ecological, and evidence-informed approaches.
- Supported research initiatives examining vulnerable youth populations, community violence, educational inequities, and resilience pathways.
- Contributed to campus-wide student engagement and institutional initiatives, including research that informed the implementation of gender-neutral facilities.

Women of the Dream, Inc.

Mentor, Trainer & Program Developer | 2021-2024

Partnered with community stakeholders to design and deliver trauma-informed programming supporting youth, families, and underserved communities.

Key Contributions

- Co-created and facilitated gendered, trauma-informed care programs that addressed resilience, race & ethnicity, identity development, healing, and social-emotional growth.
- Co-facilitated workshops for adolescent girls focused on life skills, resilience-building, self-advocacy, and emotional wellness.
- Led multidisciplinary stakeholder engagement efforts connecting educators, community leaders, youth advocates, and families.
- Directed a youth-centered social justice publishing initiative involving 10 contributors and multiple community partners.

Praise Temple Ministries, Inc.

Human Resources Manager | 2008-2018

Provided strategic HR leadership supporting workforce development, employee relations, organizational effectiveness, and community engagement initiatives.

Key Contributions

- Led employee development, succession planning, policy implementation, and conflict-resolution initiatives across organizational functions.

EDUCATION

PhD, Childhood Studies | 2026

Rutgers University–Camden

Dissertation: *Navigating Safety: A Study of Developmental Mechanisms within Childhood Resilience*

GPA: 3.97

Master of Arts (M.A.), Criminal Justice | 2019

Rutgers University–Camden

Graduated with Distinction

GPA: 3.91

Bachelor of Arts (B.A.), Criminal Justice | 2017

Rutgers University–Camden

Summa Cum Laude | Student

Commencement Speaker

GPA: 3.98

RESEARCH, LEADERSHIP & INSTITUTIONAL SERVICE

- Civic Engagement Graduate Fellow (2018–2019)
- Civic Engagement Faculty Fellow (2019–Present)
- Chair, Public Arts Building & Spaces Subcommittee (2020–2021)
- Strategic Planning Committee Member (2022–2023)
- Search Committee Member, Vice Chancellor for Research (2022–2023)
- Graduate Student Representative, Rutgers University–Camden Board of Directors (2023–2025)

HONORS & AWARDS (SELECTED)

- Chancellor's Dissertation Completion Award
- David K. Sengstack Fellowship
- Chancellor's Award for Academic Civic Engagement
- Humphries Outstanding Graduate Student Award in Criminal Justice
- Leader of Distinction Award
- CISS Scholar Fellowship Recipient
- George Masterton Award in Criminal Justice
- Multiple Dean's Graduate Conference Travel Grants

- Advised employees and leadership teams on benefits navigation, workforce support services, and community resource access.
- Built productive cross-functional teams while strengthening organizational culture and employee engagement.
- Developed strategic partnerships and community outreach initiatives serving diverse stakeholder populations.

The Home Depot

Human Resources Manager | 1998–2008

Directed employee relations, recruitment, workforce planning, leadership development, and organizational improvement initiatives across multiple locations.

Key Contributions

- Managed recruitment, training, employee relations, succession planning, and leadership development programs.
- Selected to lead regional recruitment efforts across Colorado and Wyoming markets based on performance and leadership effectiveness.
- Exceeded recruitment goals by 69% through innovative workforce-development and community-partnership strategies.
- Designed high school and college recruitment pipelines that strengthened talent acquisition outcomes.
- Implemented management training initiatives that significantly reduced customer-service complaints and strengthened operational consistency.
- Created executive reporting systems providing regional leadership with actionable workforce intelligence and performance metrics.
- Successfully resolved complex employee-relations matters while improving workplace culture and engagement.

Management Consultants, Inc.

Regional Recruitment Manager | 1995–1998

- Led regional talent acquisition initiatives ranging from entry-level hiring through executive recruitment.
- Developed partnerships with universities, professional organizations, and executive search firms to strengthen candidate pipelines.
- Managed recruitment operations including candidate assessment, background investigations, contract negotiation, and onboarding.

Fashions by Elegantee', Inc.

Human Resources Generalist | 1992–1995

- Managed employee relations, recruitment, onboarding, recognition programs, and workforce development initiatives.
- Advised leadership on policy interpretation, succession planning, employee engagement, and organizational effectiveness.

SELECTED PRESENTATIONS & PUBLICATIONS

Publication

Meloy, M., Curtis, K., Tucker, S., Previ, B., Storrod, M., Gordon, G., et al. (2018). *Surviving All the Way to College: Pathways Out of One of America's Most Crime-Ridden Cities*. *Journal of Interpersonal Violence*.

Selected Scholarly Presentations

- American Society of Criminology Annual Meeting (2023) – *Trapped in the Quagmire: Educational Systems, Police Contact, and Black Girlhood/Womanhood*
- Society for Applied Anthropology Annual Meeting (2024) – *Combatting Socio-Psychological Strain in Black Girlhood/Womanhood through Methods of Care*
- American Society of Criminology Annual Meeting (2022) – *Experiences of Survival and Resilience in One of America's Most Dangerous Cities*
- Stockton University Childhood Application Seminar Series (2022) – *Adultification Bias and the School-to-Prison Pipeline*
- American Society of Criminology Annual Meeting (2021) – *Adultification Bias: Gateway to Criminalization of Black Girls*