

Michael W. Gaffley, Ed.D.

Fort Lauderdale, FL.....(954) 756-2607 gaffleym@nova.edu

Expert on leadership, strategy, race, diversity, equity, inclusion, and belonging.

- Seasoned instructor for students at all levels of the corporate, public service, and academic sectors.
- Highly effective facilitator experienced at guiding multigenerational teams through difficult conversations about race or other cross- and inter-cultural communication instances.
- Keynote speaker with extensive experience in engaging audiences at large conferences or small workshops.
- Creator of presentations, workshops, and full courses on many topics, all designed to enhance attendee understanding of themselves and their clients and to inspire necessary change.

Professional Certification

Certificate in Inclusive and Ethical Leadership 2021

M3 Center, Muma College of Business, University of South Florida, Tampa, FL

Certificate in Diversity, Equity, and Inclusion in the Workplace 2021

Muma College of Business, University of South Florida, Tampa, FL

Certified Professional Development Specialist 2014

Council for Professional Recognition, Washington, DC

Certificate in Leadership..... 2009

Nova Southeastern University, Fort Lauderdale, FL

Certified as a professional-level Certified Youth Care Practitioner (CYC-P)..... 2007

Child and Youth Care Certification Board of the Association of Child and Youth Care Practice (ACYCP), College Station, Texas

Certificate in Public Policy and Executive Leadership in Higher Education 2004

Fischler School of Education and Human Services, Nova Southeastern University, Fort Lauderdale, FL

Certified user of the Myers-Briggs Type Indicator (MGTI) 1996

Related training includes "Step 2" and "In the Grip."

The Myers and Briggs Foundation, Gainesville FL (University of Stellenbosch, South Africa; Naomi Quenk)

Experience

Nova Southeastern University, Fort Lauderdale, FL..... 2001 to date

Associate Professor. Teach courses at the professional, master, and doctoral levels on topics related to Leadership, Diversity, Ethics, Human Resource Development, Leading Change, and Organizational Development.

• Past courses have included:

- Leadership and Diversity in Family
- Organizational and Societal Systems
- Administration of Programs
- Instructional Design and Diversity Education: Diversity and Social Justice
- Ethics and Social Responsibility

• Administrative duties have included:

- *Director (former).* Master of Science Degree Program in Human Services.
- *Member.* multiple administrative committees, including Faculty School Improvement (Office of Academic Affairs), Curriculum Review, and Employee of the Month committees.
- *Member.* Black Heritage Council. Also served as *Secretary for Finance and President.*
- *Clinical Educator and Intern Supervisor.* Early Childhood Program.
- *Mentoring Coordinator.* Title V-B grant.
- *Mentoring Designer and Coordinator.* Title V-B PPOHA grant

- Co-researcher for the development of the Leadership Seminar for the new FSEHS Doctor of Education Program.
- Managed multiple special projects and initiatives from conception to implementation to evaluation, e.g., serving as the Chair for the Ninth Triennial International Child and Youth Care Conference (2009).

Florida Atlantic University, Boca Raton, FL 2014 to date
Adjunct Professor. Faculty in Executive Leadership, facilitating team leadership workshops for government leaders.

Professional Development Consultant and Facilitator..... 1996 to date

- *Facilitator*, Develops and presents workshops on strategy, leadership, and diversity.
- *Consultant*, During the transformation from apartheid to democracy in South Africa, developed **Cultureal**, a comprehensive leadership and organizational capability and capacity building mechanism that uses an education, training, and technical assistance model to facilitate the management of the human capital investment in human services organizations. **Cultureal** evaluates and reinforces program quality at the service delivery interface. It works as well with programs serving children and adolescents as it does with boardrooms and corporations by supporting participants understanding that stagnant people cannot lead organizational transformation. Instead, change happens with a focus on the critical components of attitude, respectful relationships, responsive engagement, and responsible compliance to practice standards and ethics. “**Cultureal** hires attitude and trains aptitude.”

Recent Conferences, Presentations, and Keynotes

Keynote Speaker and Facilitator, *Leadership Workshop*..... September 2021
 Miami Dade School Police Department, Miami, FL

Facilitator, *Microaggression Workshop for Doctoral Students* September 2021
 Nova Southeastern University, Fort Lauderdale, FL

Keynote and Facilitator, *Strategic Leadership Workshop* August 2021
 Salisbury Rowan Community Action Agency, Salisbury, NC

Consultant, *Sharpening Your Leadership Strategy: Succeeding in a Virtual Workplace* January 2021
 Junior League of Greater Fort Lauderdale, via Zoom

Presenter, *The Impact of Personality Preference on Leadership Style: Building..... July 2018*
Constructive Organizational Culture
 Region VI Louisiana Head Start Association Annual Conference, Baton Rouge, LA

Education

Doctor of Education (Ed.D.), *concentration in Organizational Leadership*..... 1999
 Fischler School of Education and Human Services, Nova Southeastern University, Fort Lauderdale, FL

Master of Science (M.S.), *concentration in Life Span Care Administration* 1996
 Nova Southeastern University, Fort Lauderdale, FL

Bachelor of Arts (B.A.), *Theology*..... 1977
 Bible Institute of South Africa, Cape Town

A complete Curriculum Vitae is available upon request.