

AQUESHA D. DANIELS, J.D.

Department of Management
Gordon Ford College of Business
Western Kentucky University
Grise Hall 205/527
270-745-3584
aquesha.daniels@wku.edu

EDUCATION AND CERTIFICATIONS

Florida Coastal School of Law
Juris Doctor (J.D.), Law
08/2008-05/2011
Pro Bono Honors
Dean's List Scholar
Jacksonville, FL

University of Alabama at Birmingham
Bachelor of Science, Psychology and Criminal Justice (Double Major)
08/2001-05/2005
Psi Chi Honor Society
Dean's List Scholar
Birmingham, AL

Certificate, R Basics in Data Science
Harvard edX
02/2023-04/2023

Certificate, Diversity, Equity, and Inclusion in the Workplace USF
Corporate Training and Professional Education
05/2021

ADMINISTRATIVE EXPERIENCE

Western Kentucky University
Bowling Green, KY

Director of Engagement and Impact, Gordon Ford College of Business, 08/2021-Present

- Successfully crafted a targeted, measurable, and sustainable strategic plan based on the College's first climate and engagement survey. Utilized additional metrics in the assessment of the College's growth areas. Met several goals as outlined from creating a student-led committee to enhance student well-being, designing, and launching the College's faculty, and staff lounge, as well as increased employee representation via faculty hires. Analyzed, and revamped recruiting, hiring, and belonging practices and policies (including department chair and annual review procedures) along with assessing the need for continued professional development with the implementation of a college-wide professional learning community. Collaborated in partnership with a group of colleagues to enhance

related DEI initiatives to increase awareness and understanding. Co-created and co-led the College's first non-credit bearing micro-credential regarding DEI in the workplace for mid-to-large community businesses.

Continuously shapes the vision, strategy, and direction of engagement and well-being programming in the College as a change agent and an action-based practitioner. Assists and advises the Dean, Associate Dean(s), Department Chairs, and Directors on transparent strategic and administrative matters in the College. Provides leadership for the development, implementation, and assessment of the College's well-being strategic plan for accreditation purposes, consistent with the mission and vision among other designated responsibilities. Effectively communicates and works with and to internal and external stakeholders. Exhibits and partners with University workgroups to advance shared initiatives through shared governance. Oversees and plans allocated budget to meet actionable goals. Manages and collaborates with others daily.

ACADEMIC EXPERIENCE

Western Kentucky University

Bowling Green, KY

Tenured Associate Professor - Pedagogical (SA), Management Department, 07/2022-Present

- Courses Taught (face-to-face, hybrid, and online formats):
 - MGT 200-Legal Environment of Business (F2F, Hybrid, Online)
 - MGT 200-Legal Environment of Business (On Demand)
 - MGT 301-Business Law (F2F and Hybrid)
 - MGT 400-Employment Law (Online)

Tenure-Track Assistant Professor - Pedagogical (PA), Management Department, 08/2016-07/2022

- Courses Taught (face-to-face, hybrid, and online formats):
 - MGT 200-Legal Environment of Business (F2F, Hybrid, Online)
 - MGT 200-Legal Environment of Business (On Demand)
 - MGT 210-Organization and Management (Honors)
 - MGT 301-Business Law (F2F and Hybrid)
 - MGT 305-Critical Thinking in Ethics (F2F and Online)
 - MGT 361-Business Communication (F2F and Online)
 - MGT 400-Employment Law (Online)
 - MGT 410/BA 580-Special Topics in Business: Law and Brexit (Study Abroad)
- Teaches and facilitates the learning process of undergraduate students in the following areas: environment of business law with emphasis on contract law (including the UCC, constitutional and tort law), employment law, applied and theoretical business ethics, business communication, and general organizational management. Meets with students regarding any needs with course load material while giving them a better understanding of the complexities of concepts. Conducts office hours to the availability of the students and sets targeted standards of conduct while meeting course objectives. Creates student expectations by targeting class course outcomes throughout the term. Assesses and

grades student work while abiding by the guidelines and policies of the institution.

Florida State College at Jacksonville

Jacksonville, FL

Adjunct Professor, 12/2012-07/2018

- Courses Taught (in-class, and online formats):
 - BUL 2120-Business Law I: The Legal Environment of Law
 - BUL 3130-Business Law and Ethics: Managers and the Legal Environment
- Taught and facilitated the learning process of undergraduate students as it relates to the legal environment of business law with emphasis on contract law, public law (including constitutional and administrative law), and tort law. Met with students regarding any needs with course load material while giving them a better understanding of the complexities of law. Conducted office hours to the student's availability and set targeted standards of conduct. Created student expectations by targeting class course outcomes throughout the term. Assessed and graded student work while abiding by the guidelines and policies of the institution.

PROFESSIONAL EXPERIENCE

The Consumer Management Group, LLC

Part-Owner/Chief Operating Officer, 01/2019-Present

Bowling Green, KY

- Provides environmental, health, and safety services, including but not limited to, silica testing, EHS audits, hearing testing, worker's compensation training, project management oversight, and cybersecurity automation to public and private entities.

The A. Daniels Law Office, P.L.

Jacksonville, FL

Consultant/Attorney, 06/2012-09/2023

- Consulted and represented clients in the areas of business and immigration law, including but not limited to, compliance, contract review, contract formation, business compliance, incorporation, employment-based visas, entrepreneur/investor visas, and fiancé/spousal visas. Advised, drafted, and prepared clients on a transactional basis to the United States Citizenship and Immigration Services. Prior work included family, wills, trusts, and estate law.

Jacksonville Area Legal Aid, Inc. (Post Graduate Fellowship)

Jacksonville, FL

Attorney, 02/2012-06/2012

- Analyzed various legal issues regarding consumer and family law issues for those with low to moderate income. Areas of law included, but not limited to, foreclosures, bankruptcy, domestic violence, guardianship, temporary relative custody, child support, dissolution of marriage, and other related issues. Provided outside referrals and resources to persons in need.

Law Office of R. Kellen Bryant, P.L.
Legal Intern, 02/2011-05/2011

Jacksonville, FL

- Provided legal research, legal drafting, and assistance to a solo practitioner in the following areas of law: elder, estate planning, probate, wills, trusts, guardianship, real estate, and contracts. Prepared necessary paperwork, motions, and memorandum of law needed for hearings, mediation, and trial.

Florida Coastal School of Law-Clinical Programs
Senior Clinician, 08/2010-05/2011

Jacksonville, FL

- Represented clients in dissolution of marriage, child support, child custody, visitation, guardianship, adoption, and other related family law cases. Prepared for and attended court proceedings ranging from ex-parte hearings to final trial proceedings.

Jefferson County/ Montgomery County
Department of Human Resources

Birmingham and Montgomery, AL

Court and Home Evaluator/Child Abuse Investigator, 12/2005-06/2008

- Assessed the safety of children in the child welfare system from all forms of abuse. Extensively followed case management procedures such as documentation, court reports, and court representation. Directly communicated with clients, law enforcement, the Court, attorneys, health care professionals, and mental health providers regarding client progress and abilities while provided recommendations to the Court.

TRAINING, AFFILIATIONS, AND COMMUNITY ACTIVITIES

- Board Member, CASA of South-central Kentucky (July 2023-Present)
- NASA Astrophysics IDEA Database Expert Practitioner (December 2022-Present)
- WKU Safe Zone Training (September 2022)
- 2nd Annual SAS Training Workshop (2hrs) (April 2022)
- Executive Team, People's Opportunity Program for Underserved Populations (May 2021)
- Board Member, People's Opportunity Program for Underserved Populations (2020-Present)
- Board Member, International Association of Applied Management (2019-2020)
- Member, Alpha Kappa Alpha Sorority, Inc. (2003)
- Member, Omicron Sigma Omega Chapter of Alpha Kappa Alpha Sorority, Inc. (2016-2020)
 - Strategic Planning Committee
 - Standards Committee
 - Technology Committee
- Member, The Academy of Legal Studies in Business (2016-Present)
- Member, The Florida Bar (2012-Present)
- Member, Bowling Green Chamber of Commerce (2017-2018)
- Mentor to Mentee: Newly Practicing Attorneys (2014-2016)
- Certified, Guardian Ad Litem (2010-2011)

PEER-REVIEWED ARTICLES AND BOOKS PUBLISHED

Employment Law for Business. (2024). (11th ed.) (with R. Berkley, **A. Daniels**, K. Zucker, and D. Kaplan), New York: McGraw Hill. (Forthcoming).

Daniels, A., Yates, M. & Spiller, M.C. (2023). Six ways that small firms can embrace equity and fairness. Entrepreneur & Innovation Exchange. DOI: 10.32617/952-64d12f90a481d

Daniels, A., Yates, M. & Spiller, M.C. (2023). Equity can help small firms survive the labor shortage. Entrepreneur & Innovation Exchange. DOI:10.32617/925-64bfba8ab5f93

Daniels, A., (2020). Beyond succession: family firms need a legacy plan too. Entrepreneurship & Innovation Exchange. DOI: 10.32617/491-5eb2d3c4e655a

UNDER REVIEW AND WORKS IN PROGRESS

Daniels, A. & Yates, M., Economic Democracy: A More Equitable Curricular Approach for Business Schools, Revise and Resubmit of 2nd Draft, Oct. 2023. (Target Journal – Academy of Management and Learning).

Sewell, D. & **Daniels, A.**, Breaking Barriers in Business Education: Unleashing the Transformative Potential of Using Business Law Courses to Teach Diversity and Inclusion in Colleges of Business, Awaiting Manuscript Submission, Nov. 2023. (Target: American Business Law Journal).

Yates, M., **Daniels, A.** & Peake, W., Infusing Inclusion throughout the Student Consulting Process (and beyond)., Working Paper, n.d. (Target: Journal of Management Education)

Daniels, A., & Verbos, A., Impacts of Intersectionality and Micro-aggressions at Academic Conferences: A Conceptual Model. Working Paper, n.d. (Target: ABLJ or Human Relations)

Peake, W., **Daniels, A.**, & Yates, M., Qualitative Inquiry of POP-UP Participant Success and Social Capital. IRB Approved - Data Collection, n.d. (Target: unknown).

Yates, M. & Daniels, A., Bringing DEI Micro credentialing to the Business College. (Target Journal – Academy of Management and Learning).

GRANTS RECEIVED

- 2022-2023 Quick Turn Around Research Grant Recipient (\$2,300)
- 2019-2020 GFCB Hays Watkins Grant Recipient (Amt: \$ 6,500)
- 2018 GFCB Aim High Grant Recipient (Amt: \$10,000)

AWARDS AND NOMINATIONS RECEIVED

- Nominee, University Faculty Award for Student Advisement (March 2023)
- Recipient, GFCB Faculty Award for Student Advisement (February 2023)
- Nominee, GFCB Faculty Award for Public Service (October 2022)

- Nominee, GFCB Faculty Award for Student Advisement (October 2022)
- Recipient, Small Business Institute Best Practices Award (February 2022)
- Nominee, University Faculty Award for Student Advisement (March 2022)
- Recipient, GFCB Faculty Award for Public Service (January 2022)
- Recipient, GFCB Faculty Award for Student Advisement (January 2022)
- Recognition, CITL Teaching Honor Nomination (January 2022)
- Nominee, GFCB Faculty Award for Public Service (October 2021)
- Nominee, GFCB Faculty Award for Student Advisement (October 2021)
- Recipient, KY CPE Academic Leadership Development Institute (March 2021)
- Recipient, GFCB Vitale Award for Initiative, Innovation and Leadership (April 2020)
- Nominee, GFCB Faculty Award for Student Advisement (December 2019)
- Nominee, GFCB Faculty Award for Public Service (December 2019)
- Recipient, Hays Watkins Award (November 2018)
- Recipient, CITL Active Learning Classroom Award (April 2018)
- Faculty Initiate and Member, Delta Sigma Pi, Zeta Theta Chapter (April 2018)
- Honoree, FCSL (Florida Coastal School of Law) Black History Month Alumni Spotlight (February 2018)

CONFERENCE PRESENTATIONS AND INVITED TALKS

- Academy of Legal Studies in Business Annual Conference-San Diego, CA (July 2023)
 - Invited Panelist: Business Law Career Clinic - Tenure and Alternative Careers
 - Development Track Session Paper Co-Presenter with Destynie Sewell, J.D.:
 - Breaking Barriers in Business Education - Unleashing the Transformative Potential of Using Business Law Courses to Teach Diversity and Inclusion in Colleges of Business
 - Session Moderator and Chair: Black Faculty Section Luncheon
- Logan Aluminum D & I Cross-Functional Team One-Day Workshop (October 2022)
 - Session facilitating Journey Map of Company Employee Lifecycle with Dr. Dana Cosby and Dr. Mariah Yates
- KY NAACP National Convention W.I.N. Breakfast Panel (September 2022)
 - Session on Gender, Power and Politics with Dr. Martha Sales, KY State Representative Patti Minter, Dr. Brittany Stevenson, and Leyda Becker
- Fruit of the Loom (FOTL) Young Professionals' ERG Two-Day Workshop (September 2022)
 - Session on Networking for Success along with a FOTL Networking Event
- Small Business Institute (SBI) Best Practices Presentation Submission (February 2022)
 - Infusing Inclusion throughout the Student Consulting Project Process with Dr. Mariah Yates and Dr. Whitney Peake (Won SBI Best Practices Award)

- WKU New Faculty Orientation-Engaging in Service (February 2022)
Panelist: Tales of Service and Involvement with Dr. Loretta Dye, Dr. David Marquez, Dr. Travis Newton, and Dr. Alison Youngblood
- GFCB Part-time Faculty Workshop-Bowling Green, KY (August 2021)
 - Session Presenter: Syllabus-The Course Contract, Attendance and Title IX with Dr. Evelyn Thrasher, and Dr. Shane Spiller
- WKU Continuing and Professional Development Training-Bowling Green, KY (March 2021)
 - Trainer/Presenter: From Peer to Direct Report-Managing Former Employees (4 hrs.)
- GFCB Part-time Faculty Workshop-Bowling Green, KY (January 2021)
 - Session Presenter: Syllabus-The Course Contract, Attendance, and Title IX with Dr. Evelyn Thrasher, and Dr. Shane Spiller
- WKU CITL Premier Workshop Fall Series (October 2020)
 - Session Panelist: Keeping it After Covid-Lessons Learned that We Might Apply Post-Pandemic with John Conley and Natalie Mountjoy
- GFCB Part-time Faculty Workshop-Bowling Green, KY (August 2020)
 - Session Presenter: Syllabus-The Course Contract, Attendance, and Title IX with Dr. Evelyn Thrasher, and Dr. Shane Spiller
- GFCB Part-time Faculty Workshop-Bowling Green, KY (January 2020)
 - Session Presenter: Syllabus-The Course Contract, Attendance and Title IX with Dr. Evelyn Thrasher, Dr. Dana Cosby, and Dr. Shane Spiller
- WKU Student Success Summit-Bowling Green, KY (January 2020)
 - Session Presenter: Sec. 504 of the Rehabilitation Act and the Americans with Disabilities Act Explored: Pedagogical Implementation in Higher Education with Dr. Christina Noel
- CITL Active Learning Classroom Training (November 2019)
 - Session Leader with the School of Kinesiology Sport Management Department
- GFCB Part-time Faculty Workshop-Bowling Green, KY (August 2019)
 - Session Presenter: Syllabus-The Course Contract, Attendance and Title IX with Dr. Evelyn Thrasher and Dr. Dana Cosby
- Daniels, A. (July 2019) Section 504 of the Rehabilitation Act and the ADA Explored: Pedagogical Implementation in Higher Education, Proceedings of the 26th Annual Conference of the International Association of Applied Management, Vol.26, 45.

- 26th International Association of Applied Management Annual Conference-London, UK (July 2019)
 - Paper Presenter: Section 504 of the Rehabilitation Act and the ADA Explored: Pedagogical Implementation in Higher Education (Accepted in May 2019)
 - Symposium Moderator: Leadership and Tacit Knowledge
- Class Talk on Gender and Race in Workplace with Dr. Jane Olmstead's Gender and Women's Study course (January 2019)
- Academy of Legal Studies in Business Annual Conference-Portland, OR (August 2018)
 - Invited Panelist: Teaching Legal Studies: Technology as Both a Tool and Subject Matter
 - Development Track Session Paper Presenter: An Investigation into the Determinants of the Sustainability of Schemer's Financial Fraud (Accepted in May 2018)
 - Session Moderator: Curriculum/Pedagogy
- GFCB Part-time Faculty Workshop-Bowling Green, KY (July 2018)
 - Session Presenter: Syllabus and Blackboard Basics with Dr. Michelle Trawick and Dr. Dana Cosby
- WKU Student Success Summit-Bowling Green, KY (January 2018)
 - Session Presenter: Strategies for Using Project-Based Learning to Increase Student Engagement, Learning, and Success with Dr. Jerry Daday

ACADEMIC SERVICE ACTIVITIES

- Member, GFCB Award Ad-Hoc Committee (October 2023-Present)
- Attendee, Developing Strong Boards: Governance 101 for CASA Board Members (August 2023)
- Attendee, 2022 Academy of Legal Studies in Business Conference (July 2023)
- Panelist, Leaders in Law Camp (June 2023)
- Interviewer, KCTCS Business Communication Interviews (May 2023)
- Member, Management Instructor Search Committee (March 2023-May 2023)
- Member, Management Department Scheduling Committee (August 2022-Present)
- Organizer, GFCB + CITL Professional Learning Community (August 2022-Present)
- Chair, ALSB Black Faculty Group (July 2022-Present)
- Attendee, 2022 Academy of Legal Studies in Business Conference (July 2022)
- Interviewee, WKU MBA Brew Podcast Sessions (May 2022)
- Attendee, ISEC Graduation Ceremony (May 2022)
- Co-Collaborator, AWC Initiative DEI Micro credential (May 2022)
- Committee Member, Ed.D. Dissertation Committee - Shap Abdul-Malek (April 2022-Present)
- Member, College Learning Goals Taskforce (April 2022-Present)
- Lead, Management Department Advisory Council Work Team (April 2022-Present)
- Reviewer, Distinguished Minority Fellowship Program (April 2022)

- Reviewer, Legal Environment of Business: A Managerial Approach 4th ed. revisions (April 2022)
- Subgroup Chair, University DEI Workgroup (2022-Present)
- Contributor, Career Preparation Core Planning Taskforce (November 2021-Present)
- Member, University DEI Workgroup (2021-Present)
- External Search Member, Information Systems Department Search (2021-2022)
- External Search Member, Finance Department Search (2021)
- Member, AACSB and Strategic Plan Committee (August 2021-Present)
- Mentor, MGT Department Mentorship Program (August 2021-August 2022)
- Member, MBA Program Specialist Search Committee (2021)
- Reviewer, Legal Environment of Business: A Managerial Approach 4th ed. (2021)
- Chair, Instructor of Management Search Committee (2020-2021)
- Member, GFCB Curriculum Committee (August 2020-Present)
- Reviewer, Distinguished Minority Fellowship Program (May 2020)
- Member, WKU Restart Academic & Inquiry Committee (April 2020-April 2021)
- Judge, Regional FBLA Website Competition (February 2020)
- Co-Facilitator, Diversity, and Inclusion Week (November 2019)
- Co-Facilitator, Women Entrepreneurship Week (October 2019)
- Member, Assistant Professor of Management Search Committee (October 2019)
- Member, Study Abroad Advisory Council (September 2019-2020)
- Member, WKU Inaugural Provost Council (May 2019-May 2020)
- Judge, Regional FBLA Website Competition (February 2019)
- Member, Visiting Professor of Entrepreneurship Search Committee (January 2019)
- Representative for GFCB, IEW/Professionalism Week Sessions (November 2018)
 - BaFa BaFa Simulation with Dr. Mariah Yates
 - IEW Dialogue Series with Dr. Helen Liang
- Co-Facilitator, Women Entrepreneurship Week (October 2018)
- Action Team Chair, GFCB SPC Faculty and Staff Success (October 2018-October 2020)
 - Led 1st GFCB Faculty and Staff Engagement Survey
 - Led 1st GFCB Fall Mixer
- Facilitator, Project-Based Learning Professional Learning Community (August 2018-November 2018)
- Member, Senate Academic Quality Committee Member (August 2018-August 2020)
- Participant, WKU Human Resources New Faculty Orientation Video (June 2018)
- Presenter, GFCB Part-time Faculty Professional Development Meeting (July 2018)
- Member, Visiting Professor of Entrepreneurship Search Committee (July 2018)
- Attendee, 2018 Teaching Professor Conference (June 2018)
- Participant, CITL Active Learning Video Short (May 2018)
- Leader, MGT 200 Book Review (April 2018)
- Judge, Kentucky Lt. Gov. Entrepreneurship Challenge Zone 2 Regional Competition (April 2018)

- Reviewer, Legal Environment of Business: A Managerial Approach 3rd ed. (2018)
- Member, WKU Provost Search Committee (December 2017-May 2018)
- Representative for GFCB, IEW/Professionalism Week Sessions (November 2017)
 - Networking for International Students
 - BaFa BaFa Simulation with Dr. Mariah Yates
 - Lean In: Going Global with WIB
 - IEW Dialogue Series: Exporting Explored-Dr. Helen Liang and A Design Thinking Project-Dr. Dana Cosby
 - International Business Forum with Business without Borders
- Member, Graduate Faculty Approval (October 2017)
- Presenter, Mr. Krist Schell's MGT 210 re: business structures (October 2017)
- Senator, Management Department Faculty Senate Representative (August 2017-May 2019)
- Member, GFCB Diversity Committee (August 2017-Present)
- Participant, M.A.S.T.E.R. Plan Departmental and Students of Color (August 2017)
- CCSA Study Abroad Faculty Lead, Business, Law, and Brexit: A Comparative View in London UG/GR (June 2017-August 2018)
- Intrapreneur, CITL/WKU Libraries Active Learning Classroom (June 2017)
- Participant, AAC&U 2017 Project-Based Learning Institute at Worcester Polytechnic Institute (June 2017)
- Judge, Kentucky Lt. Gov. Entrepreneurship Challenge Zone 2 Regional Competition (April 2017)
- GFCB Representative, WKU International Education Week (March 2017-March 2019)
- Faculty Advisor, WKUWIB (Women in Business) Student Organization (March 2017-August 2023)
- WKU Green Squirrel of Approval Departmental Implementation with Mrs. Mariah Yates (2017)
- Member, WKU CITL Project Based Learning Circle of Excellence (2017)
- Member, WKU HIPS (High Impact Practices) Focus Group (2017)
- Attendee, McGraw Hill Business Law Symposium (2017)
- Facilitator, GFCB PEAK Program Career Climb-Campfire Talk (2016)