

Dr. Ericka N. Covington

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ACADEMIC AND LEADERSHIP APPOINTMENTS

Coppin State University, Department of Management and Marketing

2013 – Present	Assistant Professor (Tenured)
2020 – Present	Faculty Senate President
2018 – 2020	Faculty Senate Vice President
2018 – 2021	University of Maryland Council of University System Faculty- Executive Committee Member at Large, Legislative Affairs Chair

EDUCATION

2021	Cornell University Diversity, Equity, and Inclusion Certificate
2012	Doctor of Business Administration University of Phoenix Phoenix, Arizona
1998	Master of Science Coppin State University Baltimore, Maryland
1992	Bachelor of Arts University of Maryland, College Park College Park, Maryland
1990	Associate of Arts Stevenson University (Villa Julie College) Stevenson, Maryland

RESEARCH INTERESTS

- Leadership
- Diversity, Equity, and Inclusion
- Sustainable Business
- Management Education
- Social Justice
- Ethics

PUBLICATIONS

- **Covington, E.** (in publication). The Crack Epidemic. Encyclopedia of Race, Crime, and Justice: An Encyclopedia of the American Mosaic that will be published by Greenwood Press (Projected Date -December 2021)

- **Covington, E.** (in publication). Policing Organizations. Encyclopedia of Race, Crime, and Justice: An Encyclopedia of the American Mosaic that will be published by Greenwood Press (Projected Date -December 2021)
- **Covington, E., & Williams, R.,** (2021). Innovation-Centric Organizational Community (IOC): Lessons from the Makerspace Movement. Journal of Leadership and Management 1(20) in print
- **Covington, E.** and Scott, E. (2021). Introduction to Policing. (Chapter 18) In Pratt-Harris, N. (Ed.) Why Black People Should Train Police. Routledge/Taylor-Francis.
- **Covington, E., Williams, R., and Newman, J.** (November. 2020). Improving the Standards of Business Writing: The challenges of assessing college student learning outcomes in course curriculums- online versus face to face. Journal of Leadership and Management. 1(16)
- **Covington, E.** (2018) Creating A Diamond in the Rough-An Evaluation of Sustainable Business Opportunities for Inner City Communities. Journal of Leadership and Management. Vol. 2(12)
- **Covington, E.** (2018). Creating A Diamond in the Rough-An Evaluation of Sustainable Business Opportunities for Inner City Communities In "Diversity and Performance: Multidisciplinary and Non-traditional Styles of Leadership and Management in Action." edited by Adam Szpaderski and Michael Urick. HPL Publications, Inc., Douglassville 2018
- **Smith, E.** (2016), Leadership Styles Do Matter: A Look at Patrol Officers in Baltimore City. In Leadership and Management: Emerging, Contemporary, and Unorthodox Perspectives. Edited by Adam Szpaderski and Christopher P. Neck. Poland, Institute of Leadership in Management Press
- **Smith, E.** (2015) Leadership Styles Do Matter: A Look at Patrol Officers in Baltimore City. Journal of Leadership and Management, Vol 3, No 5-6
- Newman, J. H., and **Smith, E.** (2014). How the Utilization of Technology Enhances Teaching and Learning in Various Environments (Face-to-Face, Online, and Hybrid). Journal of Education and Human Development, 3(2), pp. 51-57
- **Smith, E.** (2012). Fluctuating Leadership Styles and the Impact on the Motivation of Police Officers (Order No. 3533503). Available from ProQuest Dissertations & Theses Global. (1224727966). Retrieved from <http://search.proquest.com/docview/1224727966?accountid=10263>.

HONORS AND AWARDS

- Recipient of the Dean's Faculty Innovation in Student Engagement Award
- Recipient, Sloan C Certification in Online Teaching
- Nominated for the Faculty Excellence Award

ACADEMIC RESPONSIBILITIES AND ACCOMPLISHMENTS

Coppin State University

Assistant Professor (2013 – Present)

18+ years teaching in the discipline of Business Management and Marketing:

- Teach undergraduate courses in Business Administration and Marketing;
- Design Business Administration and Marketing courses and program reviews;
- Collaborate with faculty to conduct curricular review to reflect both the college and the department mission;
- Review communication courses for Maryland Higher Education standards; and
- Serve as Academic Advisor for students.

ENS Management Consultants

Chief Management Consultant (2015 – Present)

- Serve as a consultant to interact with area/regional business and corporate management to strengthen the relationship between leaders and company personnel through retail training. Plan and advise organizational strategies and focus business operations to optimize revenue.
- Identify and present merchandising improvement options to leadership and recommend changes in presentation and organization. Propose advisement options with supplementary resources and solutions. Develop and implement training programs to fully utilize employees and sales personnel.

Coppin State University

Adjunct Professor (1998 – 2013)

- Guided students and helped them achieve their academic, personal, and professional goals.
- Prepared course and lecture material for students enrolled in traditional, hybrid, and online learning environments. Utilized Blackboard and Moodle Learning Management Systems to develop curriculum and delivery.
- Utilized a variety of teaching methodologies, including group discussions, lectures, role-playing, simulations, team exercises, and videos to instruct students.
- Consistently communicated objectives for lessons, units, and projects to students. Also guided students seeking effective tools and strategies to achieve academic success.

State of Maryland, Maryland Transit Administration

Community Relations Officer (2013)

- Oversaw community relations initiatives for MTA and supported various transportation programs with the focus to improve the quality of life for riders. Proactively responded to customer concerns and provided current information regarding MTA activities and future plans.
- Initiated and nurtured business relationships to support the community and major business centres regarding mass transit. Guided the market messaging for MTA with a focus on ADA compliance and Title IV mandates.

Nordstrom

Department Manager (2000 – 2001, 2012 – 2013)

- Managed all sales engagements related to retail merchandising. Concentrated on company's strengths and addresses operational shortfalls. Negotiated deals to optimize revenue stream.
- Built and maintained strong vendor relationships to maximize business results; analysed product sales and created strategies to improve stagnant sales.
- Organized vendor events and promotions; structured marketing campaigns to engage target market of customers.
- Communicated business opportunities to include line performance, stock levels, and team motivation/recognition, improved operations, and revenue.
- Performed daily department maintenance tasks; ensured completion of activities in timely

TEACHING EXPERIENCE

Undergraduate Courses:

- Business Ethics
- Emerging Leadership: Theory and Practice
- Special Topics in Global Business
- Management of Technology
- Human and Organizational Behaviour
- Small Business Management
- Not-for-Profit Management
- Seminar: Organizational Development Theory

- Principles of Management
- Business Communication
- International Business
- Principles of Marketing
- Educational Psychology
- Criminal Law

Graduate Courses:

- Content Expert for Doctor of Business Administration, Grand Canyon University

CONFERENCES AND WORKSHOPS

- Ethics and Governance of Artificial Intelligence for Health, WHO 2021 Report Review," at the 8th Annual Faculty Research and Development Conference, Presenter: Enhancing Institutional Excellence: A Role for Student and Faculty Research, November 18, 2021
- Georgia State University Center for International Business Education & Research Online Seminar: Enhancing Your Academic Writing: A Conversation with Seasoned Scholars (2021)
- Coppin State University's 17th Annual Dr. Habtu Braha Information Technology in Teaching and Learning Conference. Conference Presenter: Teamwork Makes the Dream Work: Using Blackboard Collaborate to Facilitate Teams in the Virtual Classroom (2021)
- Coppin State University. AgDiscovery2021 at the Department of Natural Sciences Virtual Conference. July 12- July 23, 2021. Conference Presenter on Agribusiness (2021)
- Georgia State University Center for International Business Education & Research Online Seminar: International Business Research (2020)
- Georgia State University Center for International Business Education & Research Online Seminar: Future Research Directions in International Marketing (2020)
- George Washington University-CIBER: Internationalizing the Business Curriculum Faculty Development Workshop: Innovative Approaches to Teaching International Business (2019)
- International Conference on Education and Social Development, Sam Houston University, Houston, TX. -Presenter/Session Chair* "A Diamond in the Ruff: Creating Sustainable Business Opportunities in Inner City Communities" (2018)
- Migration Matters Workshop, George Washington University/University of Georgia, Atlanta GA (2018)
- ACBSP Accreditation Conference, Kansas City, MO (2018)
- New Dean's and Chairs Workshop, Adelphi, MD (2017)
- Fusion: The Arts, Social Justice & Economic Empowerment, Presidential Investiture at Coppin State University. Guest Speaker on Economic Empowerment (2016)
- First Annual Economic Inclusion Conference, Coppin State University. Workshop presenter: "Next Level Loneliness: Strategies for Coping When There's a Lack of Diversity." (2016)
- GW-CIBER, George Washington University, Internationalizing the Business Curriculum Faculty Development Workshop (2016)
- The Teaching Professor Conference, Washington, DC (2016)
- HBCU Federal Contracting Academy, Washington, DC (2016)
- George Washington University/University of South Carolina CIBER-Africa (2016)
- Coppin State University's Seventh Annual Faculty Research Conference: Presenter* "Leadership Styles Do Matter: A Look at Patrol Officers in Baltimore City" (2015)
- ACBSP Accreditation Conference, Philadelphia, PA (2015)
- Eastern Academy of Management's 2015 Conference: Writer's Workshop, Presenter "Leadership Styles Do Matter: A Look at Patrol Officers in Baltimore City" (2015).

GRANTS AND FUNDING AWARDS

- University of Maryland Center for International Business Education & Research in CUBA Mini Grant (2019)

- PNC/Coppin State University Collaboration
Mini Grant (2018)
- The University of South Carolina, Marriott School of Business Faculty Development in Business-Africa
Mini-Grant (2017 – 2018)
- George Washington University Faculty Development in Business-Africa
Mini-Grant (2016 – 2017)
- Online Learning Consortium (SLOAN C) Certification
Mini-Grant (2015)
- The Faculty Research and Development Committee
Mini-Grant (2014).

Memberships

- Member, Eastern Academy of Management (2016 – Present)
- Member, American Association of University Professors (2018 – Present)
- Delta Mu Delta Honor Society, Xi Omicron Chapter President (2018-President)
- Delta Sigma Theta Sorority, Incorporated, Baltimore County Alumnae Chapter
- NAACP Maryland Member
- Baltimore Women Leaders (2021-Present)

Volunteer Service

- Progressive Maryland
- Coppin State University Community Dance-Yoga Instructor
- Coppin State University Grievance Board member