

Sherrill W. Hayes, Ph.D.  
Director, School of Data Science and Analytics  
Professor of Conflict Management  
Kennesaw State University  
Office: (470) 578-6499  
Mobile: (678) 206-8897  
Work : [shayes32@kennesaw.edu](mailto:shayes32@kennesaw.edu)  
Personal: [sherrill.hayes@gmail.com](mailto:sherrill.hayes@gmail.com)

### **EDUCATION**

- 2000- 2005 Doctor of Philosophy, Sociology & Social Policy, Newcastle University (UK). Thesis: *Family mediation in the 21st century: Policy and practice in England and Wales*. Advisor – Prof. Janet Walker
- 1998-2000 Master of Science, Human Development and Family Studies, University of North Carolina at Greensboro, Thesis: *Everyday activities of North American preschoolers and their fathers*. Advisor – Dr. Jonathan Tudge
- 1994-1997 Bachelor of Science, Human Development and Family Studies, University of North Carolina at Greensboro, Concentration in child and adolescent development.

### **ACADEMIC ADMINISTRATION AND LEADERSHIP**

- 2020 – Director, School of Data Science and Analytics, Kennesaw State University, GA
- 2018 – 2020 Director, PhD in Analytics and Data Science, Analytics and Data Science Institute, Kennesaw State University, GA
- 2017 – 2017 Associate Director, School of Conflict Management Peacebuilding, & Development, Kennesaw State University, GA
- 2012 – 2017 Director, Master of Science in Conflict Management, Department of Political Science and International Affairs, Kennesaw State University, GA

### **FACULTY POSITIONS**

- 2012 – Professor/Associate Professor of Conflict Management, Kennesaw State University, GA
- 2018 – 2018 Part-time lecturer, Europa Institut, Universität Des Saarland, Germany
- 2006 –2012 Assistant Professor, Department of Peace & Conflict Studies, University of North Carolina at Greensboro
- 2005 –2006 Lecturer, Early Childhood Education, Guilford Technical Community College, NC
- 2003 –2006 Visiting Assistant Professor, Human Development and Family Studies, University of North Carolina at Greensboro
- 2002-2003 Sessional lecturer, Gateshead College. Gateshead, UK

### **PROFESSIONAL POSITIONS**

- 2004 –2005 Child Custody and Visitation Mediator, 18th Judicial District, North Carolina Administrative Office of the Courts, Guilford County, NC.

- 2002 – 2003 Family Mediator, Sunderland and South Tyneside Family Mediation and Children’s Services Sunderland, UK
- 2003 –2003 Family Mediator, NCH Durham and Darlington Family Mediation Service Durham, UK

### **ADMINISTRATIVE ACCOMPLISHMENTS**

#### Program/School Building and Development

- Lead 24 full-time and 20 part-time faculty to serve approximately 8000 students per year in general education and undergraduate service courses in statistics and analytics. Our faculty work with approximately 150 minors, 50 MS, and 24 PhD students.
- Hired 8 permanent (tenure track and lecturers), 4 full-time limited term, and 4 new PT faculty since AY 2021.
- Facilitated the creation of 2 new PhD scholarships for School of Data Science and Analytics totaling \$86,000 in AY 2021-22.
- Directed development of proposal for BS in Data Science and Analytics, Approved April 2023.
- Wrote and Serve as PI on KSU Student Success Initiatives Grant for increasing enrollment and improving DFWI rates in general education (STAT 1401 and DATA 1501) and gateway courses (STAT 2332 and 3125) (\$225,000), 2021-2024
- Administered the launch and implementation of DATA 1501 (new general education course) and STAT 2332 (core STEM requirement) – this added approximately 40 new sections per year and served 3000 students since AY 2021-22
- Managed a general education enrollment increase of approximately 15% between AY 20-22
- Directed a graduate enrollment increase of 15% between AY 20-22 (MS & PhD)
- Facilitated process of developing School of Data Science and Analytics at KSU, 2020
- Co-created Analytics and Data Science Institute at KSU, 2018
- Co-facilitated the creation of the School of Conflict Management, Peacebuilding, & Development. 2013 - 2017
- Created and launched the online graduate certificate in Applied Peacebuilding, 2016-2017
- Co-created and launched Dual MSCM-MBA degree program, 2016
- Worked as part of intercollegiate faculty team charged by The Graduate College to create a Graduate Policies and Curriculum Committee Executive Council and served as member, Initiated 2015 - Completed service in 2018

#### Program Management

- Developed, wrote, and evaluated annual program assessment reports for Master of Science in Conflict Management (2012-2017) & Analytics and Data Science PhD (2018-2020) programs
- Created an Admissions and Curriculum Committee for PhD in Analytics and Data Science program consisting of faculty representing 5 departments in 3 colleges from both of KSU’s campuses, AY 2018-19.
- Created Policies and Procedures Manual for PhD in Analytics and Data Science Students, 2018
- Created Policies and Procedures Manual for PhD in Analytics and Data Science Faculty, 2019
- Changed Master of Science in Conflict Management from Premier Priced to Regular Tuition program. This required extensive consultations with faculty, administration, and ultimately approval from the Board of Regents. Began in 2013 – Completed 2016

## External University Partnerships Developed

- INFORMS aCAP – As of Spring 2023 KSU MS in Data Science and Analytics graduates are eligible to become Associate Certified Analytics Professionals (aCAP) , brought program to KSU (<https://www.certifiedanalytics.org/>)
- Diplomacy Lab – Wrote initial proposal (2016) and led process to bring to Kennesaw State which included formal MOU between KSU and this US Department of State program, 2019. KSU has had 10 Diplomacy Lab projects since Fall 2019. (<https://diplomacylab.org/university-partners/>)
- Peace Corps – Developed academic partnership expand the Coverdell Fellows Program and wrote proposal to bring Peace Corps Prep Program to Kennesaw State 2015-2106. KSU has on average 3 Coverdell Fellows per year. (<https://radow.kennesaw.edu/conflict/programs/peace-corps.php>)
- United States Institute of Peace – Developed MOU between KSU and USIP to deliver USIP Online Academy courses free to KSU students (2016-2017) and an MOU that would allow KSU to include USIP course content as part of the online graduate certificate in Applied Peacebuilding (<https://www.usipglobalcampus.org/ksu/>)

## **PUBLICATIONS**

### Books

Lundy, B., Adebayo, A., & Hayes, S. (eds.) (2018). *Atone: Conflict, Religion, & Reconciliation*. Lexington Books. ISBN 9781498560689

### Articles in Refereed Journals

Hayes, S. W., Priestley, J. L., Moore, B. A., & Ray, H. E. (2021). Perceived Stress, Work-Related Burnout, and Working From Home Before and During COVID-19: An Examination of Workers in the United States. *SAGE Open*, 11(4), <https://doi.org/10.1177/21582440211058193>

Hayes, S. (2021). Commentary: Deepening understanding of refugee children and adolescents using Bronfenbrenner's bioecological and PPCT models – A Commentary on Arakelyan and Ager (2020). *Journal of Child Psychology & Psychiatry*, 62(5), 510-513. <https://doi.org/10.1111/jcpp.13403>

Wood, B., Guimaraes, A.B., Holm, C.E., Hayes S. W., & Brooks, K.R. (2020). Academic Librarian Burnout: A Survey Using the Copenhagen Burnout Inventory (CBI). *Journal of Library Administration*, 60(5), 512-531. <https://doi.org/10.1080/01930826.2020.1729622>

Hayes, S. W., & Endale, E. (2018). Sometimes my mind, it has to analyze two things: Identity development and adaptation for refugee and newcomer adolescents. *Peace and Conflict: Journal of Peace Psychology*, 24(3), 283-290. <http://dx.doi.org/10.1037/pac0000315>

Hayes, S. (2017). Changing radicalization to resilience by understanding marginalization. *Peace Review: A Journal of Social Justice*, 29(2), 153-159. doi: [10.1080/10402659.2017.1308190](https://doi.org/10.1080/10402659.2017.1308190)

Hayes, S., Lundy, B., & Hallward, M. (2016). Conflict-induced migration and the refugee crisis: Global and local perspectives from peacebuilding and development. *Journal of Peacebuilding & Development*, 11(3), 1-7.

Hayes, S. (2016). Educational considerations for refugee and migrant children in the United States. *Journal of Peacebuilding & Development*, 11(3), 120-125.

- Hayes, S. (2013) Building peace across the educational curriculum: Book review of Peace Education: How we come to love and hate war. *Peace and Conflict: Journal of Peace Psychology*, 19(4), 421-422. doi: [10.1037/a0034613](https://doi.org/10.1037/a0034613)
- Hayes, S., Grady, M., & Brantley, H. (2012). Emails, Statutes, & Personality Disorders: A survey of the processes, interventions, and perspectives of parenting coordinators. *Family Court Review*, 50(3), 429-440. <https://doi.org/10.1111/j.1744-1617.2012.01458.x>
- Hayes, S., Roberts, J., Witty, C., & Nunn, R. (2012). The Greensboro Landlord Tenant Dispute Program: Developing and sustaining a responsive dispute resolution program, *Resolved: The Journal of Alternative Dispute Resolution*, 2 (2). <https://heinonline.org/HOL/P?h=hein:journals/resolvjo2&i=30>
- Hayes, S. (2010). More of a street cop than a detective: An analysis of the roles and functions of parenting coordinators in North Carolina. *Family Court Review*, 48 (4), 698-709. <https://doi.org/10.1111/j.1744-1617.2010.01343.x>
- Hayes, S. & Pelletier, L. (2009). Community based divorce education programmes: Short-term and longer-term impacts. *International Family Law*, 3, 260-265.
- Hayes, S. (2008). Integrating Conflict Resolution Techniques into Employment Assistance Programs. *Journal of Employee Assistance*. 38(4). 18-22.
- Hayes, S. (2007). Parenting Coordination: Resolving high conflict parenting disputes in the USA. *International Family Law*. 1, 132-134.
- Hayes, S. (2007). Redefining Practice: Lessons Learned as a Researcher and Mediator. *Family Law*, 37, 844-848.
- Hayes, S. (2002). Family Mediators in the UK: A survey of practice. *Family Law*, 32, 760 – 764.
- Tudge, J., Doucet, F., & Hayes, S. (2001). Teoria, método e análise: As interconexões no estudo das crianças e das famílias. [Theory, method, and analysis: Necessary interconnections in the study of children and families.] *Contrapontos: Revista de Educação [Counterpoints: The Journal of Education]*. 1(3), 11-22.
- Tudge, J., Hayes, S., Doucet, F., Odero, D., Kulakova, N, Tammeveski, P., Meltsas, M., & Lee, S. (2000) Parents' participation in cultural practices with their preschoolers. *Psicologia: Teoria e Pesquisa [Psychology: Theory and Research]*, 16. 1-11.

### **Book Chapters**

- Mobley, K., Ishmakhametov, N., Kota, J.S., Hayes, S. (in press). Big Data: Concepts, Techniques, and Considerations. In. H. Kunze, D. La Torre, A. Riccoboni, & M.R. Galan (Eds.) *Artificial Intelligence and Engineering Mathematics: Foundations, Techniques, and Applications*. London, Taylor & Francis.
- Hayes, S. (2022). Midi-chlorians or Neurochemistry: Jedi and Sith approaches to conflict resolution. In N. Ebner & J. Reynolds (Eds.). *Star Wars and Conflict Resolution: There are Alternatives to Fighting*. (p. 97-108). Saint Paul, Minnesota, DRI Press.
- Lundy, B. & Hayes, S. (2020). Refugees and Migration. In C. Butcher & M. Hallward (Eds.). *Understanding International Conflict Management*. (p. 203-217). London, Routledge.

- Hayes, S. (2020). Informed Consent and Data Literacy Education are Crucial to Ethics. In B. Franks (Ed.) *97 Things About Ethics Everyone in Data Science Should Know*. (p. 42-44). Sebastopol, CA, O'Reilly Media.
- Hayes, S. (2020). Cautionary Ethics Tales: Phrenology, Eugenics...and Data Science? In B. Franks (Ed.) *97 Things About Ethics Everyone in Data Science Should Know*. (p. 9-12). Sebastopol, CA, O'Reilly Media.
- Lundy, B. D., Haque, Z., Adebayo, A.G., Hayes, S.W., & Clarke, A. (2018) Introduction: Examining the Paradoxical Role of Religion in Conflict and Reconciliation. In B. D. Lundy, A. G. Adebayo, & S. W. Hayes (Eds.) *Atone: Religion, Conflict, and Reconciliation*, (p. xv-xxxvi) Lanham, MA; Lexington Books.
- Hayes, S. (2011). Community Engagement in Peace and Conflict Studies: Connecting and Advancing Pedagogy, Research, and Practice. In T. Matyók, S. Byrne, & J. Senehi (Eds.), *Critical Issues in Peace and Conflict Studies: Implications for Theory, Practice, and Pedagogy* (p. 329-348). Lanham, MA; Lexington Books.
- Hayes, S. (2009). Parenting Coordinators: An Examination of an Intervention for High Conflict Custody Cases. *Standing at the Forefront: Effective Advocacy in Today's World: 2009 Children's Law Manual Series*. (p. 31-38). Aurora, CO, National Association of Counsel for Children.
- Walker, J. & Hayes, S. (2006). Policy, Practice and Politics: Bargaining in the Shadow of Whitehall. In P. Herrman (Ed.) *The Blackwell Handbook of Mediation: Bridging theory, practice, and research* (p. 99-128), London, Blackwell.

### **Other Publications**

- Hayes, S. W., Priestley, J. L., Ishmakhametov, N., & Ray, H. E. (2020, July 8). "I'm not Working from Home, I'm Living at Work": Perceived Stress and Work-Related Burnout before and during COVID-19. <https://doi.org/10.31234/osf.io/vnkwa>
- Hayes, S. (2020, November). Diversity and Collaborative Problem Solving to Address Wicked Data Ethics Problems. *Machine Learning Times*. <https://www.predictiveanalyticsworld.com/machinelearningtimes/diversity-and-collaborative-problem-solving-to-address-wicked-data-ethics-problems/11881/>
- Hayes, S. (2020, November). Ethical Machine Learning as a Wicked Problem. *Machine Learning Times*. <https://www.predictiveanalyticsworld.com/machinelearningtimes/ethical-machine-learning-as-a-wicked-problem/11823/>
- Hayes, S. (2013). The digital natives are restless: Engaging high conflict parents through technology. *ACResolution: The quarterly magazine of the Association for Conflict Resolution*, 12(3), 9-12.
- Hayes, S. (2011). Family dispute resolution in North Carolina: Considerations for practitioners and policymakers. *The Peacemaker: The Official Publication of the Dispute Resolution Section of the North Carolina Bar Association*, 26 (1), 5-6.
- Hayes, S., Witty, C., & Nunn, R. (2011). The Greensboro Landlord Tenant Dispute Program. *The Peacemaker: The Official Publication of the Dispute Resolution Section of the North Carolina Bar Association*, 25 (2), 8-9.
- Hayes, S. (2008). Examining the Dispute Resolution Section Pro Bono Mediation Project: Lessons learned and a plan for the future. *Dispute Resolution*. 23(1), 5-7. Available at [https://libres.uncg.edu/ir/uncg/f/S\\_Hayes\\_Examining\\_2008.pdf](https://libres.uncg.edu/ir/uncg/f/S_Hayes_Examining_2008.pdf)

### Selected Conference Presentations/Posters

- Hayes, S. (2023, February). Conflict Resolution Through Star Wars. Connooga, Chattanooga, TN.
- Reynolds, J., Hayes, S., Mayans, E., Jones, K. (2022, September). Conflict Resolution Through Star Wars. Rose City Comic Con, Portland, OR.
- Reynolds, J., Elfenbein, H. Ebner, N., Marvilla, S., Hayes, S., (2022, September). Conflict Experts Fight About Star Wars. Star Wars at DragonCon, DragonCon, Atlanta, GA.  
<https://www.youtube.com/watch?v=vHgfRj0A3A>
- Hoffman, A.T., Barker, A.E.G., Hayes, S. (2021, April). The Impact of the Interim Leadership Experience. Association of College & Research Libraries 2021, American Library Association. On-line.
- Wright, B., Cummings, R., Marshall, B., Hayes, S. Chellappa, R. (2019, April). Ethical Considerations for Evolving Data Science: A Framework for Discussion (Academic Sector Panel), 12<sup>th</sup> Annual Analytics Day, Kennesaw State University, Kennesaw, GA.
- McGrath, R., Hayes, S., Nestler, S., & Rhue, L. (2019, April). Ethics for Big Data and Analytics. INFORMS Analytics Meeting of Analytics Program Directors, INFORMS, Austin, TX.
- Hayes, S. (2017, October). Building a Conflict Management and Peacebuilding Community in Atlanta. Georgia State Conflict Resolution Symposium, Office of the Ombuds at Georgia State University, Atlanta, GA.
- Hayes, S., Pantic-Oflazoglu, V., Ma'at, I., Lopez J.P., Grace, K., Barakoti, S. (2017, October). Panel 2: Best Practices and Lessons Learned: Innovative Approaches to Community-Building, Georgia State Conflict Resolution Symposium, Office of the Ombuds at Georgia State University, Atlanta, GA.
- Hayes, S. (2017, October). Recruiting and Retaining Diverse Graduate Students: Lessons Learned. The Seventh Annual Graduate Education Symposium, hosted by the Middlebury Institute of International Studies at Monterey, Washington, DC.
- Savlov, J., Hayes, S. & Saavedra, M. (2016, October). Diversity in the Family Business Sandbox: Playing with Ideas at the Intersection of Interdisciplinary Academia, Research and Consulting. Family Firm Institute Annual Conference, Miami, FL.
- Hayes, S. (2016, June). 'Peacejacking' and social policy: A case study of Martin Luther King and the Fair Housing Act of 1968. Two Centuries of Peacemaking: From the Peace Society to Martin Luther King. Newcastle University, Newcastle-upon-Tyne, UK.
- Hayes, S. W., & Smith, D. J., Ogbozor, E. (2016, May). Extraordinary Careers Require Unusual Instruction: Using community engaged learning in Peace and Conflict Studies, The Sixth Annual Academic Symposium: Innovation in Graduate Peace and Conflict Resolution Education, George Mason University, School of Conflict Analysis & Resolution, Arlington, VA.
- Hutcheson, B., Hayes, S., Tuschling, L., & Peck, A. (2016, March) Leaving Utopia: The tyranny of the urgent, complex humanitarian emergencies, and humanitarian logistics International Studies Association Annual Conference, Atlanta, GA.
- Hayes, S. (2016, April) Refugee Resettlement in the US, Shorter University Annual Social Science Symposium, Rome, GA.

- Hayes, S. & Malavenda, R. (2016, May) Clarkston Families Decide: Modeling an Early Learning Community Trust Process 2016 National SmartStart Conference, Greensboro, NC.
- Hayes, S. W., (2015, June). From Warrior Science to Peacebuilder Science: Learning the physiology and neuroscience of conflict to improve conflict resolution education and practice. 9th International Conference on Conflict Resolution Education, School of Conflict Analysis & Resolution, George Mason University, Alexandria, VA.
- Hayes, S. W. & Endale, E. (2015, June). You should try this school, you're a smart kid: Education and resilience for refugee and asylum seeker children in the US. 9th International Conference on Conflict Resolution Education, School of Conflict Analysis & Resolution, George Mason University, Alexandria, VA.
- Hayes, S. W., & Smith, D. J. (2015, May). Practicing what we teach: Using community engaged learning in Peace and Conflict Studies, The Fifth Annual Academic Symposium: Innovation in Graduate Peace and Conflict Resolution Education, United States Institute of Peace, Washington, DC.
- Hayes, S. W., Hutcheson, B., & Rana, P. (2015, April). McDonaldization of humanitarian action: Thinking critically about crises. 5th International Conference on Livelihoods, Sustainability, and Conflict, Center for Conflict Management, Kennesaw State University, Kennesaw, GA.
- Hayes, S. W., Rana, P. S., Reimers, B. C., Zeratsion, S. (2015, April). Is refugee resettlement sustainable? Policies, programs, and people. 5th International Conference on Livelihoods, Sustainability, and Conflict, Center for Conflict Management, Kennesaw State University, Kennesaw, GA.
- Smith, D., Schoeny, M. & Hayes, S. (2014, October). Full immersion simulation as a means to building career ready skills and awareness: The Atlantic Hope experience. Association for Conflict Resolution Annual Conference, Cincinnati, OH.
- Reimers, B. & Hayes, S. (2014, October). Using Photovoice as a Conflict Engagement Strategy in Diverse Communities. Association for Conflict Resolution Annual Conference, Cincinnati, OH.
- Hayes, S. (2013, October). High conflict parenting, technology, and conflict resolution: Does technology make parenting coordination possible? Association for Conflict Resolution Annual Conference, Minneapolis, MN.
- Hayes, S. (2013, January). Maximizing community engagement in the classroom: It's not just service learning anymore. Southern Political Science Association Annual Conference. Orlando, FL.
- Hayes, S. (2012, October). Sports as a tool of identity maintenance and development: A case study of the Triad International Soccer League. 4<sup>th</sup> Conference on Immigration to the Southeast: Policy Analysis and Conflict Management. Kennesaw, GA.
- Hayes, S. & Roberts, J. (2012, September). The Greensboro Landlord Tenant Dispute Program. Association for Conflict Resolution Annual Conference, New Orleans, LA.
- Hayes, S. (2012 February). What can we learn from the sport pages?: Engaging students in difficult dialogues about social, economic, and political issues. Lilly Conference on College and University Teaching. Greensboro, NC.

- Hayes, S., Borawski, J., Khadka, N. (2011, June). Sports, games, and conflict resolution education: Strategies for dialogue and action. 4th International Summit on Conflict Resolution Education. Highland Heights, OH.
- Hayes, S. (2011, June). Mom's Hates, Dad's Hates: An analysis of parental conflict and co-parenting education programs. Association of Family and Conciliation Courts 48th Annual Conference. Orlando, FL.
- Hayes, S. (2011, February). Service learning in graduate school? Pathways to Achieving Civic Engagement (PACE) Conference, Elon University, Elon, NC.
- Hayes, S. (2011, February). Understanding conflict resolution from the inside out or why 800 pound gorillas aren't great mediators. North Carolina Bar Association 2011 Dispute Resolution Section Annual Meeting and Conference. Greensboro, NC.
- Hayes, S. (2010, March). Strategies for evaluating a community-based divorce education program. 3<sup>rd</sup> International Conference on Conflict Resolution Education. Highland Heights, Ohio.
- Hayes, S. Matyók, T., Witty, C., & Janke, E. (2010, March). Community engagement in conflict resolution: Connecting and advancing pedagogy, research, and professional practice. 3<sup>rd</sup> International Summit on Conflict Resolution Education. Highland Heights, OH.
- Hayes, S. & Janke, E. (2010, February). They Call Me Mr. Community: Faculty perspectives of engaged scholarship and promotion and tenure. Pathways to Achieving Civic Engagement (PACE) Conference, Elon University, Elon, NC.
- Hayes, S. (2009, October). Is a parenting coordinator more of a street cop than a detective? An analysis of skills and interventions. Association for Conflict Resolution 9th Annual Conference. Atlanta, GA.
- Hayes, S. (2009, October). Middle class assumptions: Do conflict resolution processes have class-based values? Diversity & Equity Facilitated Discussion. Association for Conflict Resolution 9th Annual Conference. Atlanta, GA.
- Hayes, S. (2009, August). Parenting coordinators: An examination of an intervention for high conflict custody cases. National Association of Counsel for Children Annual Conference. Brooklyn, NY.
- Hayes, S. & Walker, J. (2007, May). Legal dilemmas and policy imperatives: Influencing programs to support separating and divorcing families. Association of Family and Conciliation Courts 47th Annual Conference. Washington, DC.
- Hayes, S. (2006, October). Mediation practice in context: A British case study. Mini-plenary session Thinking Mediation: Bridging Theory, Research, and Practice with M. Herrman, Z. Zumeta, T. Jones, B. Polkinghorn, & J. Winslade. Association for Conflict Resolution 6th Annual Conference. Philadelphia, PA.
- Hayes, S. (2003, November). UK family mediation: Policy and Practice. National Council on Family Relations Annual Conference. Vancouver, BC, Canada.
- Hayes, S. (2002, September). Observing interactions between professionals and clients with family related legal issues. Centre for Research on Families and Relationships New Researchers Conference. Centre for Research on Families and Relationships, Edinburgh, Scotland.



- Hayes, S. (2002, November). Influences of evidence based policy on mediation and contact centres. Sunderland and South Tyneside Family Mediation Service Annual General Meeting. Sunderland, England.
- Hayes, S. (2002, July). Family Mediators in the UK: Results of Survey Research. Opening Plenary. UK College of Family Mediators Annual Conference. Regent's College, London, England.
- Hayes, S. (2002, June). Research update and implications for mediators. Continuing professional development training workshop, Family Mediation Scotland Head Office, Edinburgh, Scotland.

## **JOURNAL EDITING AND REVIEWING**

- Editor
  - The Peacemaker: Official Publication of the Dispute Resolution Section of the North Carolina Bar Association, 2011-12
- Visiting Editor
  - Journal of Peacebuilding & Development Vol. 11, Iss. 3, Special Issue
- Associate Editor
  - Journal of Peacebuilding & Development, Vol. 12 – present
- Article Reviewer
  - Big Data & Society
  - Conflict Resolution Quarterly
  - International Journal of Health Policy and Management
  - Journal of Child Psychology & Psychiatry
  - Journal of Peacebuilding & Development
  - Local Development and Society
  - Partnerships: A Journal of Service Learning and Civic Engagement
  - Peace & Conflict: Journal of Peace Psychology
  - Review of Research in Education
  - Sage Open

## **GRANTS, CONTRACTS, CONSULTANCY & TRAINING**

### **Research Grants Funded – External**

**Project title: Participatory Decision Making: A Study of Community Trust Processes in the Rural Midwest.** A two-year grant funded by the Jefferson-Franklin County Community Action Corporation (<https://www.jfcac.org>). (November 2020 – July 2023). \$28,000.

**Project title: Humanitarian Assistance, Refugees, & Peacebuilding.** United States Institute of Peace & Institute for International Education (USIP Public Education for Peacebuilding Support initiative). July 2013 – March 2014. <https://sites.google.com/site/usipksupeacebuilding/>. \$2,000.

**Project title: Landlord-Tenant Dispute Project: A UNCG-City of Greensboro partnership:** Community Foundation of Greater Greensboro. July 2010-July 2011. PI: Cathie Witty. Sherrill Hayes evaluated the program. <https://www.greensboro-nc.gov/departments/human-relations/fair-housing/landlord-tenant-dispute-program>. \$4,000.

### **Contracted Research - External**

**Project title: European Identity, Law, and Policy: Research and Teaching.** Partnered to do program evaluation research and guest lecturing with the Europäische Akademie Otzenhausen (European Academy at Otzenhausen <https://www.eao-otzenhausen.de/en/>) Funded by the ASKO-Europa Stiftung (Foundation) <https://www.asko-europa-stiftung.de> (June 4 -July 15, 2018). Travel and accommodation \$6,000.

**Project title: Family engagement and participatory decision-making in a refugee resettlement community.** External evaluator for CDF: A collective action initiative (Clarkston, GA) project Clarkston Families Decide. Funded by the W.K. Kellogg Foundation. – Research reports available on request <https://www.wkkf.org/grants/grant/2016/03/clarkston-families-decide-an-early-learning-social-cooperative-p3026108-1>. (May 2015- June 2016). Approx. \$3,500.

### **Contracted Practice & Training**

**Project title: Certified Analytics Translator Program.** Co-presented a training program on developing skills to be an Analytics translator with J. Priestley, H.G. Ray, & B. Franks to the Federal Reserve Bank of Atlanta. (Nov. 5-7, 21, 2019) Approx. \$38,000 generated for KSU.

**Project title: Family Business Clinic <sup>TM</sup>,** Cox Family Enterprise Center, Kennesaw State University. I work with two other colleagues (Gaia Marchisio and Marjorie Blum) as an interdisciplinary team of advisors to assist family businesses. <http://coles.kennesaw.edu/familybusiness/family-business-clinic.php> (May 2014 - March 2018). Approx. \$50,000 personally generated for KSU.

**Project title: Sports, Conflict, & Peace in Haiti,** Provided workshop on Sports, Conflict, & Peace and program evaluation for group of 20 youth & disability sports professionals conducted on behalf of BlazeSports America (USA) and the Gerard Pierre-Charles Foundation/CRESFED (Haiti). Funded by the United Nations Office of Sport for Development and Peace and UEFA. Approx. \$1,000.

**Project title: Exploring what makes families and businesses stronger.** I co-presented a 2-day pre-conference workshop with G. Marchisio & M. Blum to the *Taking it to the Next Generation Symposium* for UniPro Food Services, Inc., Orlando, FL. (July 29-31, 2015) Approx. \$10,000.

### **Research Grants Funded – Internal**

**Project title: Testing Conflict Management in the Lab: Using the ‘Prisoner’s Dilemma’ to examine the relationships of conflict management style, emotional intelligence, and the Dark Triad of personality to cortisol, testosterone, and alpha amylase levels.** Co-PIs Dr. Paul Story & Dr. Sharon Pearcey. May 2015 – July 2016. Funded by the Office of the Vice President for Research, Kennesaw State University Research and Service Foundation, \$17,000.

**Project title: My department calls me Mr. Community: Exploring the experiences and scholarly products of community engaged faculty at UNCG.** Funded by UNCG Faculty Senate Chair, October 2009 – May 2010. \$3,000.

**Project title: Evaluating a community-based divorce education program: Perspectives of participants, presenters, and the longer-term impact.** Community Based Research Grant, Office of Leadership and Service Learning, UNCG, February 2009 – June 2009. \$1,000.

**Project title: Parenting Coordination: The methods and implications of a new practice.** New Faculty Research Grant, UNCG, May 2007-January 2009, \$2,986.

Project title: Social Issues and Workplace Wellness in North Carolina: An action-based assessment. Community Based Research Grant, Office of Leadership and Service Learning, UNCG, December 2007 – June 2008, \$1,000.

Project title: UK Family Mediation in the 21<sup>st</sup> Century: Policies and Practices. PhD project grant, School of Geography, Politics and Sociology, University of Newcastle upon Tyne, August 2001. Total received, £5,800.

### **Invited Professional Trainings & Workshops**

- Lahiff, B., Ares, R., Ramasamy, K., Duvvuri, V., Hayes, S. (2019, November). Realistic Timeframes and Acceptance of AI. 2019 KPMG Perspectives Conference. Atlanta, GA.
- Ray, H. & Hayes, S. (2019, September 19). Winning at the data game: Thinking about statistics, data, and strategy. Construction Suppliers Association Annual Conference. New Orleans, LA.
- Hayes, S. (2018, July 3). Facilitating and moderating international educational workshops. Workshop for European Academy at Otzenhausen Educational Staff, Otzenhausen, Saarland, Germany.
- Hayes, S. (2018, June 12). Conflict Management Skills. Workshop for START Scholarship students. ASKO EUROPE Foundation, Saarbrücken, Saarland, Germany.
- Hayes, S. (2016, June 4). Social Return on Investment (SROI) Models, Workshop for the Leadership of the Georgia State Defense Force, Clay National Guard Center, Marietta, GA.
- Bean, E. & Hayes, S. (2014, November). Non-violent direct action. Amnesty International USA Southern Regional Conference. Decatur, GA.
- Hayes, S., Rodrigues, F., & Pierre-Charles, D. (2014, March). Sports, Conflict, Development & Peace in Haiti. Gerard Pierre-Charles Foundation/CRESFED, Port-au-Prince, Haiti.
- Hayes, S., Witty, C., Schmitz, C. & Matyók, T. (2011, June). Building Campus Community Partnerships around Peace and Conflict Studies: Thinking Globally, Acting Locally (Preconference institute). 4th International Summit on Conflict Resolution Education. Highland Heights, OH.
- Hayes, S., Starnes, R., & Wainwright, L. (2011, April). Communication and Conflict Resolution for Co-Parents. Family Life Council, Greensboro, NC.
- Hayes, S. (2009, May). The 5 Ps of Conflict Resolution: Designing systems to manage workplace disputes. North Carolina Employee Assistance Program Association Annual Spring Training. Winston-Salem, NC.
- Hayes, S., Brantley, H., & Nunez, M. (2009, January). Parenting Coordination and High Conflict Families in Divorce. University of North Carolina at Greensboro. Greensboro, NC.
- Hayes, S. (2002, July). Reflective practice. UK College of Family Mediators Annual Conference, Regent's College, London, England.

### **AWARDS, HONORS, & FELLOWSHIPS**

- ASKO EUROPA Foundation Fellowship (Stipendium), Saarbrücken, Germany, June- July 2018.
- Fullbright Specialist Roster Candidate, Peace & Conflict Resolution Studies, Institute for International Education, April 2016-present

Service Learning Faculty Fellow. Office of Leadership and Service Learning, University of North Carolina at Greensboro. 2009-2010

Young Alumnus Award, School of Human Environmental Sciences (now Health & Human Sciences), University of North Carolina at Greensboro. October 2007

University Teaching Award Nominee, University of North Carolina at Greensboro. 2009-10 & 2010-2011

Overseas Research Studentship, Committee of Vice Chancellors and Principals of British Universities, Newcastle University. 2000 – 2003

Helen Canaday Scholarship, School of Human Environmental Sciences (now Health & Human Sciences), 1998-1999

## **UNIVERSITY TEACHING EXPERIENCE**

### **Kennesaw State University (2012-Present)**

<b>Course Title</b>	<b>Level</b>	<b>Format</b>	<b>Sections</b>
Conflict Theory	MS	In person	7
Humanitarian Conflict Intervention	MS	In person/Field	5
Humanitarian Crisis Intervention	PhD	In person/Field	5
International Field Experience	MS/PhD	Study Abroad	4
Advanced International Mediation	MS/PhD	In person	3
Domestic Field Experience	MS	In person	3
Doctoral Seminar in Data Science	PhD	In person	2
Field Study and Field Work Reports	MS	Hybrid	2
Alternative Dispute Resolution Continuum	MS	In person	1
Research Methods	MS	In person	1
Advanced Conflict Management Skills Clinic	MS/PhD	In person	1
Dispute Systems Design	MS	In person	1
Conflict Management in a Specified Environment	MS	In person	1
Human Development	Undergraduate	In person	2
Sports, Conflict, & Peace	Undergraduate	Hybrid	1
Honors Colloquium	Undergraduate	In person	1
Honors Thesis/Capstone	Undergraduate	In person	1

### **PhD Committee Chair - International Conflict Management (INCM)**

Njonguo, Edwin (expected 2023). Title: Unequal Power Relations in the International Geopolitical System: The Case of the International Criminal Court. Proposal Passed Spring 2019.

Akakpo, Jean Marc (2020). Title: Regional Economic Commissions (Recs) In Africa as a Conflict Mitigation Mechanism: The Case of the Economic Community of West African States (ECOWAS).

Foutz, Brittany (2019). Title: Victims' Narratives from the International Criminal Court: The Case of Congo.

Endale, Etsegenet Mimi (2019). Title: Beyond Resettlement: The Role of Ethiopian Refugee Diaspora in Homeland Peacebuilding.

Rana, Pranaya (2016). Title: Refugee Resettlement and Peace Building: Exploring the Roles of Human and Social Capital of Caseworkers in Fulfilling Grassroots Refugee Needs.

Reimers, Birthe (2015). Title: Lending a Megaphone to the Muted: A Photovoice Exploration of Refugees' and Locals' Perspectives on Communal Dynamics in Clarkston, GA.

### **Dissertation Committee Member - International Conflict Management (INCM)**

Hodges, Thomas. Moral Injury and Identity: Do Moral Injuries Predict Post-Military Identity Dissonance. (Expected 2023).

Haque, Ziaul, (2020). “The Role Of Digital Technology In Improving Electoral Integrity: Hope Or Just Hype?”

Ayers, Herman David (2019). The Impact of Cultural Training on Prison Conflict.

Laven, Wim (2019). Personal and Social Factors in Attitudes and Behaviors Regarding Forgiveness.

Edwards, Christine (2018). Schisms and Conflict Management in New African Immigrants' Religious Organizations in the Greater Atlanta Area.

### **Dissertation Committee Member - Analytics and Data Science**

Boardman, Jonathan, (2022) “A New Kind of Data Science: The Need for Ethical Analytics with Contributions to Ethical Foresight Analysis, Fair Machine Learning, and Explainable Artificial Intelligence”.

### **Master's Thesis Committee – First Year and Transition Studies**

Hendricks, D. Christy (2019). Understanding of Basic Emergency Preparedness Among First-Year College Students.

### **Undergraduate Honor's Thesis - Chair**

Smith, Lisa (2018). Factors Influencing German Language Acquisition of Refugees in Germany.

### **Saarland University, Germany (Summer 2018)**

<b>Course Title</b>	<b>Level</b>	<b>Format</b>	<b>Sections</b>
International Mediation (elective in LLM Program Dispute Resolution Certificate Track)	LLM/Masters	In person	1

## University of North Carolina at Greensboro (2003-2012)

Course Title	Level	Format	Sections
Infant and Child Development	Undergraduate	In person/ Online	5
Lifespan Development	Undergraduate	In person	3
Child Observation and Assessment	Undergraduate	In person/ Hybrid	2
Current Developmental Theory and Research	Undergraduate	Online	2
Families and Close Relationships	Undergraduate	In person	1
Adult Development in the Family	Undergraduate	In person	1
Individual Differences	Undergraduate	In person	1
Conflict Resolution (Honor's Course)	Undergraduate	In person	1
Negotiation Theory & Practice	MA	In person/Online	6
Fundamentals of Conflict Resolution	MA	In person/Online	6
Cultural Dimensions of Conflict	MA	In person/Online	4
Conflict Resolution in Education	MA	Online	4
Gender and Conflict Resolution	MA	In person/Online	4
Community Engaged Research	MA	In person/Online	3
Dispute Systems Design	MA	In person/Online	3
Sports, Conflict, & Peace	MA/PhD	Online	3
Family Conflict Resolution	MA	In person	2
Violence in Families	MA	In person/Online	2
Practicum/Capstone	MA	In person/Online	2
Conflict in Communities	MA	In person	2
Conflict Practice (Clinical supervision)	MA	Hybrid	2
Skills and Techniques of Conflict Resolution	MA	In person/Online	2

### PhD Dissertation Committee Member

Mark Cryan, (2013) Title: An evaluation of an after-school soccer program for at-risk sixth grade boys using the TPSR model. Kinesiology, School of Health and Human Sciences.

Andrea Ellis (2010). Title: Exploring the Relationship of Emotional Intelligence and Conflict Management Styles. Higher Education, School of Education.

### Guilford Technical Community College (August 2005- May 2006)

Course Title	Level	Format	Sections
Intro to Early Childhood Education	Undergraduate	In person	1
Child Development I	Undergraduate	In person	1
Child Development II	Undergraduate	In person	1
Child Guidance	Undergraduate	In person	1
Creative Activities	Undergraduate	In person	1
Creative Activities Lab	Undergraduate	In person	1
Language and Literacy Experiences Lab	Undergraduate	In person	1
Co-op Work Experience I	Undergraduate	In person	1
Language and Literacy Experiences	Undergraduate	In person	1

### Gateshead College, UK (September 2002 – May 2003)

Course Title	Level	Sections
Psychology Higher Education Foundation Course (HEFC)	Undergraduate	1

### Newcastle University, UK (2000-2003)

Course Title	Level	Format	Sections
Quantitative research (tutor)	MA/PhD	In person	2
Introduction to Sociology and Social Policy (tutor)	Undergraduate	In person	2
Research Social Life (tutor)	Undergraduate	In person	2
Gender and Sexuality (tutor)	Undergraduate	In person	1

### International Education and Study Abroad Experiences

Countries	Dates	Topics
Germany/ France/ Luxembourg	Nov. 3-11, 2018  Nov. 7-15, 2015	Led 2 groups of 35 graduate students and alumni to the European Academy at Otzenhausen (EAO) focusing on European Identity, Human Rights, & Migration. Site Visits included Saarland University, European Court of Human Rights, European Parliament, Council of Europe, Hinzert Concentration Camp, Luxembourg City, Strasbourg, and on-site workshops with migrants and migration professionals.

Ireland/ Northern Ireland	Nov. 5-13, 2016  Nov. 2-10, 2013	Led 2 groups of 36 graduate students and 3 faculty on a study abroad focusing on The Troubles, Conflict Management, and Family and Community Mediation Programs in Northern Ireland (Belfast, Derry) and the Republic of Ireland (Omagh, Dublin).
Ghana	May 31- June 9, 2013	Kofi Annan International Peacekeeping Training Centre (KAIPTC) & University of Cape Coast (UCC). Visits with the Commandant of KAIPTC, High Court Justices, Minister for Youth and Sport, and several departments at UCC.

### **Teaching Grants - Internal**

**Project title: Faculty Learning Community on Exploring the mind-body connection in human conflict: Learning from neuroscience and physiological psychology**, Center for Teaching and Learning, Kennesaw State University, September 2014-June 2015, \$7,000 awarded

**Project title: Advancement of Teaching and Learning Grant**. Teaching and Learning Center, UNCG. Awarded to develop an undergraduate Minor/Major in Peace and Conflict Studies. December 2010- December 2011. \$1,000 awarded.

## **UNIVERSITY, COLLEGE, AND PROGRAM LEVEL SERVICE**

### University Level

- Chair, Regent's Advisory Committee on Data Science, Board of Regents University System of Georgia, 2021-
- University System of Georgia Transformation Network, 2021-
- Diplomacy Lab Coordinator, partnership with US Department of State, 2018-
- Student Conduct and Academic Integrity Faculty Panelist, 2014-2021
- Graduate Council, 2012-2020
- Graduate Policies and Curriculum Committee- Executive Committee, 2016-18
- Graduate Policies and Curriculum Committee, 2012-15, 2017-2018
- KSU-SPSU Consolidation Graduate Education Sub-Committee, 2013-2014
- Search Committee – Graduate Librarian for Humanities and Social Sciences, Spring 2018
- Kennesaw State University Peace Corps Coverdell Fellows Coordinator, 2016-17
- Search Committee – Dean of the Graduate College, Spring 2017

### College Level

- College Faculty Council, College of Computing & Software Engineering, 2020
- Graduate Curriculum Committee, College of Computing & Software Engineering, 2020
- College of Humanities and Social Sciences Curriculum Committee, 2016-18
- Promotion and Tenure Committee, Department of Sociology and Criminal Justice, 2018-19

### Department/School Level

- Admissions & Curriculum Committee, Analytics & Data Science Institute, 2018-2020
- Promotion and Tenure Committee, School of Conflict Management, Peacebuilding, and Development, 2018-2020



- School of Conflict Management, Peacebuilding, & Development, Curriculum Committee 2016-2018
- Ad Hoc Committee to build the School of Conflict Management, Peacebuilding, & Development, 2014-2016
- Search Committee – Assistant Professor, Joint appointment Psychology/Conflict Management, Spring 2013
- Department of Political Science & International Affairs Leadership Committee (as MSCM Director)– 2012-2017

### **DISCIPLINARY SERVICE/LEADERSHIP**

- American Psychological Association, Member, 2021 - present
- American Association of Family and Consumer Sciences, Member, August 2006-present
- Association for Conflict Resolution, 2000-2004, 2006-2017
- Dispute Resolution Section of North Carolina Bar Association, August 2007 – June 2012; Membership Committee Chair (07-08); Pro Bono Committee Co-chair (10-11); Council Member (08-11)

### **COMMUNITY SERVICE**

- Poll Worker (Clerk), Cobb County Board of Elections, 2020 – present
- Arbitrator, Better Business Bureau Auto Line, 2015 – present
- Principal's Advisory Council (2020-2022) - Durham Middle School, Acworth, GA
- School Council, Vice-President (2018-2020) - Durham Middle School, Acworth, GA
- School Council Member (2015-2019), President (2018-2019) - Ford Elementary School, Acworth, GA
- Earth Parent Environmental Education Volunteer (2012-2020), Ford Elementary School, Acworth, GA
- Volunteer presenter, Parenting Under Two Roofs & Communication and Conflict Management for Co-Parents Seminars, Family Life Council of Greensboro, A Division of NC Children's Home Society. November 2010 – June 2012
- Pro Bono Mediator, Greensboro Landlord Tenant Dispute Program, April 2010- July 2012
- Children's initiatives' committee, United Way of Greater High Point, High Point, NC, August 2004 –2006

### **PROFESSIONAL CERTIFICATIONS**

2014 - present Registered Neutral, Georgia Office of Dispute Resolution: General Civil Mediation, Domestic Relations Mediation, Specialized Domestic Violence Mediation.  
Certification Number 5170-0647-5185-3568