

ALONDREA M. HUBBARD

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EDUCATION

- Rutgers University** September 2021-May 2026
PhD in Industrial Relations and Human Resources
Concentration: Human Resources
Interest: Diversity, Equity, and Inclusion
- Auburn University at Montgomery** August 2017-May 2019
Master of Science in Psychology
Thesis: Hiring Preferences and Intragroup Racism: A Comparison of African American and Caucasian Applicants
Thesis Chair: Dr. Clarissa Arms-Chavez
- Samford University** August 2013-May 2017
Bachelor of Science in Psychology
Minor in Spanish

LEGAL EXPERIENCE

- Zarzaur & Schwartz, PC**, Birmingham, AL September 2020-August 2021
Client Liaison, full time
- Helped manage relationship with clients by being responsive to client requirements, expectations and communication
 - Reviewed client and firm performance reports and documentation to determine nature and scope of reported problems and issues
 - Ensured that all client projects and deliverables are tracked and met in a timely and accurate manner, escalating any issues that will prevent achievement of any service level to management
 - Trained replacement and built living work standards regarding client processes

INDUSTRIAL-ORGANIZATIONAL WORK EXPERIENCE

- Clarus Consulting Group**, Birmingham, AL July 2019-July 2020
Project Coordinator, full time
- Developed strategic plans for clients from non-profit organizations
 - Created and delivered presentations focused on team building and communication for medical teams, universities, political campaigns, and private companies
 - Facilitated individual and group interviews to assist with conflict management
 - Conducted qualitative and quantitative data analysis using Qualtrics
 - Generated in-depth recommendations and summaries for clients
- Blankenship & Seay Consulting Group**, Birmingham, AL January 2017-May 2017
Intern, part time
- Organized client documents
 - Administered the Myers-Briggs Type Indicator
 - Edited employee selection assessments
 - Provided support for leadership summits

TEACHING EXPERIENCE

Auburn University at Montgomery, Montgomery, AL

August 2018-May 2019

Psychology Department, Adjunct Professor

- Presented information, using a combination of online and in-person methods, regarding introductory psychology topics
- Communicated with students from various backgrounds concerning academic performance
- Evaluated student performance promptly and accurately
- Averaged a 96% satisfaction rating by students

ADDITIONAL WORK EXPERIENCE

Auburn University at Montgomery, Montgomery, AL

December 2017-May 2019

Housing and Residence Life Department, Resident Assistant

- Facilitated the social, academic, and personal adjustment of students
- Developed a sense of community among residents as members of a floor, residents of a hall, and active participants in the residence life system
- Served as a positive role model to residents and peer staff members
- Enforced the rules and policies of Residence Life, Housing and Dining Services and the University Functioned as a liaison between residents and the University administration

Samford University, Birmingham, AL

August 2013-May 2017

Academic Success Center, Student Worker

- Planned and led events for students
- Maintained an active social media account and conveyed relevant information to students, teachers, and parents
- Communicated and worked with faculty, staff, and professors to provide effective assistance to students
- Led discussion groups and sessions speaking to diverse groups of students covering a variety of topics

Samford University, Birmingham, AL

August 2016-May 2017

Academic Success Center, Tutor

- Provided tutoring assistance to students in all introductory psychology and Spanish courses
- Identified the student's areas of weakness and learning styles, and then using appropriate teaching methods to convey information
- Implemented effective communication skills to relate to people from a wide range of backgrounds, abilities, cultures, ethnicities, ages, and levels of income
- Collaborated with professors to convey information about testing styles

Samford University, Birmingham, AL

January 2017-May 2017

Cadre, Instructor

- Led a group discussion once a week using videos to guide conversations about metacognition, principles of cognition, and principles of learning
- Communicated information using handouts, videos, and Power Points about effective study habits

ACTIVITIES & LEADERSHIP

- Camp Fire Junior Board
- Phi Kappa Phi Honor Society
- Order of Omega
- Dean's List
- Alpha Kappa Alpha Sorority Inc., Treasurer
- Spanish Club, Secretary
- National Pan-Hellenic Council, Secretary

SPECIAL SKILLS

- **Computer:** Microsoft Word, Microsoft Excel, Microsoft PowerPoint, SPSS, SAS
- **Foreign Language:** Advanced level written and spoken Spanish
- **Psychological Measure Administration:** WISC, WAIS, CogAT, WIAT