

Erin Noele Paradise

CHRONOLOGY OF EDUCATION

Doctor of Education, The Johns Hopkins University, 2017

Specialization in Entrepreneurial Leadership in Education

Dissertation: "Working Toward Inclusion: Professionalization of Non-Teaching Staff in K-12 Charter Schools"

Master of Business Administration, Norwich University, 2012

Emphasis: Organizational Leadership

Bachelor of Fine Arts, The University of Arizona, 2006

Major: Theatre Arts Education and Outreach

Certifications: Arizona Secondary Education 6-12 Teaching and Principal PreK-12;

Compassionate Leadership Certification (Center for Compassionate Leadership)

Leadership Practices Inventory Certified Coach (Wiley)

CHRONOLOGY (REVERSE) OF EMPLOYMENT

Senior Lecturer, Management & Organizations

University of Arizona, Eller College of Management, Tucson, AZ

2023-Present

Instructor for undergraduate courses serving 900-1000 students per year.

Teaching MGMT 310A Organizational Behavior and Management to nearly 1,000 undergraduate students each year. Course topics include organizational culture, leadership, job performance, teams, stress, decision-making, job satisfaction, commitment, and power. Develop instructional activities, curriculum, and assessments for large lecture courses. Coach students in developing interpersonal and leadership skills. Mentor a team of 20-35 preceptors and two graduate TA each semester to oversee team-oriented assignments. Recruit guest speakers from various leadership positions and organizations to visit undergraduate courses. Adopted new curricular materials and textbook in 2024 and revised all course materials to strengthen content and enhance the student experience.

Lecturer, Business Communication

University of Arizona, Eller College of Management, Tucson, AZ

2019-2023

Instructor for undergraduate courses in business communication, serving 100-150 students each semester.

Taught multiple sections of business communication courses including BCOM 212 (Course Director), BCOM 214, and BCOM 314. Developed instructional activities and collaborated with team members to revise curriculum. Coached students in business writing, research, resume development, oral presentations, and interpersonal skills. Mentored 3-5 preceptors per semester. Service commitments included conducting ESL interviews, delivering development workshops for university finance unit leaders and CALS, serving as ABC Western Expert Speaker Series Coordinator, serving on the BCOM Development Committee, and designing online ESL Workshops from 2020-2021.

Additional teaching for the Eller Executive MBA Program (MGMT 501), the W.A. Franke Honors College includes HNRS 470: Leaving Innovation, HNRS 336: Leadership in Organizations, UNIV 101, and HNRS 195J: Women in Leadership: Closing the Equity Gap and Shaping the Future. Thesis advisor for Honors students from 2022-present.

Capstone Coach

Johns Hopkins University, School of Education

2021-2022

Coached and evaluated masters students to develop capstone portfolio.

Evaluated course assignments and portfolio work focusing on access, advocacy, culturally-responsive teaching, and dramatic academic growth. Coach 4-5 graduate students each semester in examining best practices in teaching, assessment, stakeholder communication, and leadership opportunities. Provide critical feedback and guidance for revisions to bring interpretations and evidence into alignment with the capstone rubric. Support students in developing teaching and learning skills through written deliverables and portfolio development.

Head of School

BASIS Tucson North, Tucson, AZ

2015-2019

Provided executive leadership for middle/high school serving 980 students; supervised 84 team members.

Led and implemented school vision, policies, instructional programs, and curriculum. Supervised School Directors, faculty, and all academic school personnel. Developed internal and external partnerships, communication plans, events, and fundraising. Provided instructional supervision through coaching, staff development, and collaborative partnerships. Established data-driven, school-wide improvement goals. Designed programs for student success. Was selected as Senior Head of School in 2018 to mentor administrators across 27-school network and deliver professional learning sessions for over 300-500 teachers each summer at the BASIS.ed New Teacher Institute.

Graduate Teaching Assistant and Portfolio Coach

Johns Hopkins University, School of Education

2015-2017

Co-taught courses for doctoral students and coached masters students to create professional portfolio. Assisted lead professors for Research Methods and Urban School Education courses for doctoral students. Facilitated online discussions with students weekly. Created course-wide communications. Evaluated course assignments and portfolio work focusing on classroom instruction, management, and assessment for teachers. Facilitated virtual meetings for group and individuals. Coached students in developing communication skills.

Head of Operations

BASIS Tucson North, Tucson, AZ

2012-2014

Launched school facility; established financial practices, facilities management, HR trainings and compliance.

Managed finances and assets for school site operations. Collaborated with construction supervisors and directed facilities management for 55,000 sqf building. Created systems for financial purchasing and donations, handled required for purchasing and accounts payable. Developed purchasing plan for grant funds, executed instructional/facility purchases, and documentation for grant fund compliance. Managed payroll and auxiliary budgets. Served as HR liaison between school site and central office. Supervisor for 15 staff members.

School Director

BASIS Oro Valley K-12, Oro Valley, AZ

2014-2015

BASIS Oro Valley, Oro Valley, AZ

2011-2012

Led student-focused programs to build a positive community and help students achieve academic success.

HONORS & AWARDS

Outstanding Business Management Faculty, Eller College, University of Arizona	2026
Management & Organizations Undergraduate Faculty of the Year, University of Arizona	2025
Upper Division Faculty Member of the Year, Eller College, University of Arizona	2023-2024
40 Under 40 Honoree, Tucson Hispanic Chamber of Commerce	2023
Eller Undergraduate Most Engaging Faculty Teaching Award	Fall 2023
Writing Across the Curriculum Fellow, University of Arizona	2022-2023
Hispanic Serving Institution (HSI) Fellow, University of Arizona	2021-2022

SERVICE & OUTREACH

AZ Women in Higher Education Institutional Representative 2024-Present

Serve as faculty representative for The University of Arizona in providing leadership, mentorship, and support for Arizona Women in Higher Education organization. Three members from the University of Arizona were selected for this appointment. Member of Outreach Committee and leader of social media campaigns, membership tracking, and assistant in annual conference planning. Service includes weekly communications, subcommittee leadership meetings, and monthly IR representative work sessions. Supported the design and launched inaugural newsletter for AWHE and provide editorial support.

Eller College of Management Undergraduate Studies Committee 2023-Present

Serve as Management and Organizations Department representative on college-level committee. Collaborated with fellow faculty and administrators to review changes to undergraduate curriculum and programs impacting Eller students. Supporting efforts to collect faculty feedback on curriculum and teaching practices and student behavior to design a guide for new faculty members.

Management & Organizations Department Undergraduate Committee, Chair 2024-Present

Lead department sub-committee to review and select nominations for undergraduate student senior awards each semester. Solicit nominations from faculty, review, and lead team to determine scholarship award selections for specific need-based and merit-based awards.

Honors Thesis Advisor 2021-Present

Support Honors students in designing thesis topics and connecting with potential advisors for overseeing their projects. Mentor and advisor for 1-2 Honors students who are Management majors in developing, writing, and creating their theses.

W.A. Franke Honors College Leadership Certificate Committee 2023-Present

Designed new course and curriculum for leadership certificate. Collaborate with fellow faculty and leaders to redesign and launch this certificate program. Continued service involves ongoing assessment of current curricular standards, assessments, and design for future course offerings.

Professional Admissions Presenter 2025-2026

Presented curriculum and major program information on behalf of the Management & Organizations department to students applying for upper division at the Eller College of Management.

Annual Performance Review Committee Member Spring 2026

Served on committee to review APR documents for the 2025 performance review cycle.

Hiring Committee for Career Track Lecturer Spring 2026

Served on committee to review application for new Career Track lecturer position for Management & Organizations department.

Online MBA Course Reviewer Spring 2026

Provided curriculum audit for BNAD 596-A, BNAD 523, and MGMT 501 courses for online MBA program.

Eller Convocation Name Reader Spring 2026

Selected as one of three faculty to read names of 1200+ graduating senior students at the Eller College of Management Convocation Ceremony.

Culturally Inclusive Experiential Learning Opportunities Facilitator 2023-2024

Co-led short-term study abroad program with 22 main campus students to Indonesia during winter break. Developed curriculum for written reflections, facilitated debrief conversations, and supervised activities during serving work and cultural excursions.

W.A. Franke Honors College Faculty Advisory Board 2022-Present

Serving as advisor for strategic leadership initiatives review for the W.A. Franke Honors College. Volunteer for sub-committee to facilitate collaboration with University of Technology Sydney for new Bachelor of Creative Intelligence and Innovation major. Scheduled to teach in BCII program in Fall 2025.

Treasurer of The Gregory School Board and Finance Committee Member 2021-2025

Facilitated strategic planning and communications between school board and finance committee. Volunteered as community member and leader as part of financial strategy committee to support school growth, financial policies, and plans for facilities improvements. Collaborated with board members, Head of School, and committee members.

Hispanic Serving Institute Fellow 2021-Present

Served as a college-level representative in a variety of university-wide service opportunities to advance Hispanic/Latinx Student Success. Presented at the AZ Women in Higher Education Conference in 2023 and presented for Hispanic Heritage Month as part of a panel for the Eller Hispanic Honorary and ALPFA student organizations.

520 Running & Riding LLC, Co-Founder 2020-Present

Founder and leader of one of Southern Arizona's largest, free running and cycling organizations. Manage marketing and communications, events, leadership initiatives, and financial infrastructure to support 2000+ members. Community outreach efforts include drives to support local charities such as the Community Food Bank of Southern AZ.

Association for Business Communication

2019-2022

Expert Speaker Series Coordinator, ABC West

Facilitated, recruited, and organized initiative to connect business communication professionals from to serve as guest speakers for faculty professional development seminars, undergraduate, and graduate courses. Developed and executed quarterly communications for network.

Eller ESL Workshop Instructor

2020-2021

Redesigned curriculum and implemented instruction for students in virtual format to support ongoing language development for English Language Learners in the undergraduate business program.

Dana-Farber Marathon Challenge Team Member

2015–Present

Raised over \$70,000 for the Claudia Adams Barr Program for Innovative Basic Cancer Research since 2015. Recognized in the Top 50 fundraisers in 2015 and 2017 out of over 500 team members. Promoted Dana-Farber Cancer Institute research and care facility through social media and written communications. Participated as a team member in the Boston Marathon in 2015, 2017, 2019, 2021, and 2023.

PUBLICATIONS & CREATIVE ACTIVITY

Paradise, E. (2021). Conversations with Western ABC Expert Speakers. *the Western ABC Bulletin*, 3.1.

CONFERENCES & SCHOLARLY PRESENTATIONS

Paradise, E. (2026). Compassionate Leadership: Transformative Practices for Building Teams and Organizational Culture. *AZ Women in Higher Education Conference*.

Paradise, E. (2025). Creating Cultures of Belonging When Scaling Up. *AZ Women in Higher Education Conference*.

Paradise, E., Rivas, F., Ross, B., Potter, J., Hojum, G. & J. (2024). Contemporary Mentoring as a Lever for DEIB. *Women in Mining Conference*. [Panel Discussion]

Paradise, E. (2024). Persuasive Communication through the Power of Stories. *AZ Women in Higher Education Conference*.

Paradise, E., Estep, S., Norine, J., Cabrejo, A., & Hlembizky. (2023). Cultivating trust: Building Bridges Through Psychological Safety. *Women in Mining Conference*. [Panel Discussion]

Paradise, E & Cruze-Silva, K. (2023). Data, Practice, and Leadership: Demonstration of HSI Excelencia. *AZ Women in Higher Education Conference*.

Paradise, E. (2022). Communicating Student Success through Storytelling. *The University of Arizona, College of Agriculture and Life Sciences*.

Paradise, E. & Mandel, M. (2022). Business Communication for Financial Leaders: Crafting Presentations that Earn Funding. *The University of Arizona*.

Paradise, E. (2022). Data, Practice, and Leadership: Demonstration of HSI Excelencia. *AZ HSI Summit*.

Paradise, E. (2022). HSI Fellows: Impact Presentations. *The University of Arizona*.

Paradise, E. (2021). Conversations with Western ABC Expert Speakers. *the Western ABC Bulletin*, 3.1.

Paradise, E. (2021). Leading Forward. Arizona Strategic Human Resources of Greater Tucson. *Volunteer Business Leader Meeting*.

Paradise, E. (2021). Across Time Zones, Languages, and Cultures: Coaching Intercultural Teams through Reflection and Evidence-Based Frameworks. In R. Fuller & S. Schanne. (Chairs), *Association for Business Communication 86th Annual International Conference*. Symposium presented at the Association for Business Communication, Virtual Conference.

Paradise, E. (2020). You Must Maslow Before You Bloom: Integrating Motivational Learning Theory in Business Communication Virtual Learning Spaces. In D. Fuchs & A. Nelson. (Chairs), *Association for Business Communication 85th Annual International Conference*. Symposium presented at the Association for Business Communication, Virtual Conference.

PROFESSIONAL MEMBERSHIPS

Arizona Women in Higher Education, Member 2023-Present
Member of state-wide network that offers professional development, mentorship, and leadership support for colleagues working in higher education.

Association for Business Communication, Member 2019-Present
Member of interdisciplinary organization dedicated to scholarship, leadership, education and practice of communication in higher education and industry settings.

Tucson Young Professionals, Member 2019-Present
Member of Tucson Young Professionals, a community dedicated to professional development, collaboration, mid-career support, and advocacy initiatives.

Breakfast Club of Tucson DBA Tucson Leadership Connection 2018-2025
Member of a selective network comprised of local Tucson executive leaders with the mission to form partnerships, exchange ideas, and information to enhance business growth and development.

Emerging Leaders Council 2016-2019
Tucson Metro Chamber, Tucson, AZ
Participant in monthly leadership meetings to connect with public, private, and non-profit executives from greater Tucson area. Promoting civic activism and awareness for local economic development.