**CYNTHIA R. MULLINS**

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# Education

## J.D., University of Connecticut School of Law

Concentration: Foundational and Elective Courses

## M.S., Cambridge College (formerly New England College of Business)

Concentration: Business Ethics and Compliance

## B.A., University of Connecticut

Major: Political Science

**Micro-credentials**

* SHRM-CP, Society for Human Resource Management, Certified Professional
* Certificate in Human Resource Management, Duke University Continuing Studies
* Certificate in Negotiation Mastery, Harvard Business School Online
* Certificate, Internal Coach Intensive, Columbia University-Teachers College
* Certificate in Consulting Skills, Association for Talent Development
* Certificate, Scholar-Practitioner, Association to Advance Collegiate Schools of Business-AACSB

# Online Skills

* Online learning management systems: Canvas, Epic, Blackboard, MS Teams, Adobe Connect, Brightspace, Cisco Webex, Skype and Zoom
* Systems: Salesforce, MS Office Suite, Bigin CRM, Workday, Slack, Jostle

## Professional Experience

## CEO & Founder 2006 – Present Baldwin Rise

* Mission driven advisory firm providing legal and human resources consulting and training services through an educator’s lens
* Non-profit advisory; contract review, negotiation, and preparation; compliance and risk mitigation consulting; speaker; leadership development; facilitation; arbitration and mediation; workforce development training; impact coaching; career counseling; and holistic education development support; life skills, academic mentoring.
* Clients: Gaddy Technology Solutions, Heavenly Wheels Inc., FlexHR; The AMAAD Institute
* Pro Bono work: Urban League of Southern Connecticut; PictureThat Art Consultants, InBrace

## Legal Counsel & Chief HR Officer 1994 - Present

## JMW Consultants Inc.

## Serve as international legal and human resources advisor and strategic business support for management consulting firm operating in Australia, Canada, United Kingdom, United States, and affiliate firm Mission Control Productivity, LLC. Oversee legal affairs, contracts, human resources, operations, compliance, and risk management.

* Participate in select client sales and business development initiatives, and performance and leadership development projects. Deliver sales presentations and perform client consulting and facilitation services. Partner with management consultant teams and sales team.

## Public Arbitrator 2022 – Present

Financial Industry Regulatory Authority (FINRA)

* Resolve securities-related problems and disputes through non-judicial proceedings.

**Adjunct Management Professor** 2014 - Present

Goodwin University at Trefz School of Business - University of Bridgeport

* Teach online and hybrid courses to MBA program and undergraduate business students:
  + Human Resource Management
  + Organizational Behavior
  + Organizational Development
  + Workforce Assessment
  + Management and Marketing
* Taught on campus and hybrid courses to MBA program and undergraduate students: Workforce Dynamics, Conflict and Negotiation Human Resource Management.

**Affiliate Business Faculty** 2021 - Present

Antioch University – Women in Leadership Certificate Online Program

* Design and develop sessions for program
* Facilitate online sessions with focus on DE&I, Intersectionality and Inclusive Leadership
* Coach participant leaders between residencies

**Adjunct Business Speaker/Faculty** 2021 - Present

Dr. Yasmin Davidds Leadership Institute | USC Marshall School of Business | UC San Diego

* Design and develop module sessions for online program
* Facilitate online sessions with focus on Multicultural Leadership for Multicultural Women Executives, Entrepreneurs and Millennials

**Faculty/Speaker –** Lorman Education Services. Design and deliver compliance and business training and education webinars to live national audiences.

* *Workforce Planning Strategic Analytics*, September 2020
* *Leveraging Benefits for Better Recruiting*, November 2020
* *Reading Body Language in Candidate Interviews*, January 2021
* *Providing Guidance for Employees in Health Care Benefits Selection*, March 2021
* *Simple Steps to Demonstrate Recruiting’s Value*,April 2021
* *Connecticut Sexual Harassment Training,* recorded program, May 2021
* *How to be a Successful Recruiting Leader*, July 2021
* *How to Handle Employees Who Need More of Your Time*, July 2021
* *Conducting Successful HR Audits*, August 2021
* *What Every Employee Needs to Know about Business Ethics,* recorded program, September 2021
* *Navigating the Early Stages of Your Career,* November 2021

**Speaker –** Business Watch Network. Design and deliver compliance and business training and education webinars to live national audiences.

* *How to be a Successful Recruiting Leader in Today’s Organizational Environment*, October 2021

**ADDENDUM**

## Management Faculty, 2019 - 2021

Western Governors University (WGU), College of Business

* Offered direct, comprehensive support, coaching, counseling, and guidance to a caseload of online students in competency-based undergraduate program for working adults.
* Used technology-based and data analytics teaching and communication platforms to produce insights and innovative academic solutions to aid students in their overall progress.
* Worked on social-emotional learning initiatives and projects university-wide.

**Adjunct Business Law Professor**, 2002 - 2018 Norwalk Community College - Business Department

Taught on campus undergraduate courses for American Bar Association approved paralegal degree and certification program:

* Business Law
* Formation of Business Organizations
* Introduction to Paralegal Studies
* Legal Research and Writing
* Administrative Law
* Freshman Success

**Adjunct Management Instructor**, 2000 - 2005

Albertus Magnus College – School of Business, New Dimensions Program

Taught courses on campus to undergraduate business students in an accelerated adult learner degree program: Business Law, Organizational Behavior, Business Ethics, and U.S. Government.

**Trainer/Facilitator** – INROADS, various workforce development training programs for undergraduates, 5 years

**Trainer, Onboarding** – Conducted new hire training workshops for Filene’s and Lord and Taylor, 3 years

**Facilitator & Consultant** – Urban League of Southern Connecticut, various workforce development and employability training and grant programs for young adults and at-risk youth. Programs included summer enrichment, job training and education, hotel management and hospitality, customer service, 10+ years

**Service and Extra Curricular Activities**

**Speaker –** Western Governors University, *Mindful Ambition Mental Health Series, Self-Care Day*, University-wide. Designed and delivered presentation. Posted on LinkedIn, July 2020

**Co-Presenter –** Western Governors University, *Coaching Techniques for Mentors and Coaches,* Brunch and Learn Series – College of Business, July and October 2020

**Keynote Speaker** – The WorkPlace, *Annual Awards Ceremony*, June/July 2017

**Published Article** – *MBA Soft Skills: A Hard Approach for a Softer Workplace, 2017*, Association to Advance Collegiate Schools of Business (AACSB)

**Published Article** – *Online Business Education Creates Pathways to Employment in New World of Work, 2017*, Association to Advance Collegiate Schools of Business (AACSB)

**Guest Speaker** – University of Connecticut School of Business, November 2016, *21st Century HR Management: Creating a competitive advantage for today’s organizations*

**Program Designer & Facilitator** – Society for Human Resource Management, *Mission Driven: How Veterans Can Contribute to Your Company*, November 2016

**Co-Leader** – Jackie Robinson Foundation, Leadership Workshop, *Effective Leadership Team Communications*, June 2015

**Co-Leader** – Ferguson-Stamford Public Library, Leadership Workshop, *Effective Leadership Team Communications*, May 2015

**Panelist** – Pepperidge Farm/Campbell Soup Company, annual leadership event sponsored by the Diversity Council, *Balancing EQ & IQ in your Career*, February 2015

**Co-Chair & Presenter** – Urban League of Southern Connecticut, Women’s Empowerment Summit, *Corporate Spouses, Millennials and Management*, November 2016, 2015 *Women in Leadership, Managing Conflict in the Workplace* seminars, November 2014

**Presenter** – Business Council of Fairfield County Leadership Program, *Diversity in the Workplace and Strategic Conversations*, November 2014

**Panelist** – Diageo, *Career and Personal Branding and Strategic Communications* workshops, January 2014

**Co-Leader** – JMW Consultants Inc., Leadership Exchange Programs, *Effective Leadership and Authentic Communications*, 2013 through 2016

**Keynote Speaker** – Vermont Law School, BLSA, Black History Month program, February 2010

# Associations and Memberships

Urban League of Southern Connecticut MV Center for Education and Training

Cooper Worth Wiggins, LLC Society for Human Resource Management

National Urban League Jackie Robinson Foundation

The Links Incorporated Delta Sigma Theta Sorority, Inc.

## Former Civic Appointments in Connecticut

Congressional Intern Legislative Analyst, Office of the Governor

Taxation Analyst, Dept. of Revenue Services Corporation Counsel Co-Chair Mayoral

Superior Court Law Clerk Transition Team

Alternate Police Commissioner Board of Estimate and Taxation