

RACHEL L. FREDERICKS, PHD

EDUCATION

The University of the South (In Progress)

Master of Fine Arts in Creative Writing

Colorado State University

Graduate Certificate: Applied Positive Psychology

Point Park University

PhD Community Engagement | Research: Culture & Belonging

University of Pittsburgh - GSPIA

Master of International Development | Concentration: NGOs¹ & Civil Societies | Minor: Non-Profit Management

Pennsylvania State University

Bachelor of Science, Business Finance | Minor: African American Studies

EXPERIENCE

Director of Community Building & Connections; The University of the South; Sewanee, TN; Aug. 2025 – Present

- Oversee all aspects of operations, programs, events, and initiatives
- Supervise the assistant director and three student program assistants
- Govern five budgets for operational expenses, salaries, and initiatives totaling over \$300k
- Serve as an advisor and mentor to several student groups, organizations, and cohorts
- Design and implement co-curricular programs to support academic enrichment
- Oversee the management of the Ayres Multicultural Student Center building
- Collaborate with academic departments to ensure a robust curriculum
- Design cohort programs to cultivate social justice and global citizenship among students
- Analyze student demographic data to support university commitments to student resources
- Facilitate the division's marketing and communication for the annual fundraising campaign
- Serve as an advisor and hearing panelist for Title IX and Equity/Discrimination cases
- Partner with financial aid, admissions, and the dean of students' office to support incoming students
- Lead an institutional first-year experience track to support early student success
- Provide executive leadership with a strategic plan for co-curricular and project-based learning
- Supported the completion of the institutional SACSCOC report submission
- Served on the five-year campus strategic planning committee
- Served on the QEP task force to develop the institutional First Year Experience program

Director of Inclusive Excellence; The University of the South; Sewanee, TN; Feb. 2021 – Aug 2025

- Oversaw all aspects of operations, programs, events, and initiatives
- Supervised the assistant director and three student program assistants
- Governed five budgets for operational expenses, salaries, and initiatives totaling over \$300k
- Served on the Vice Provost's senior leadership team for student and diversity engagement
- Led a student-focused working group as a part of the university's strategic planning process
- Served as an advisor and mentor to several student groups, organizations, and cohorts
- Designed and implemented programs to support student culture and identity development
- Oversaw the management of the Ayres Multicultural Student Center building
- Managed the content of all division communication, marketing, and publications

¹ Non-Government Organizations

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- Designed new cohort programs to cultivate specificity as it relates to student engagement
- Analyzed student demographic data to support university commitments to student resources
- Recruited, onboarded, and trained incoming team members in division and university expectations
- Facilitated the division's marketing and communication for the annual fundraising campaign
- Partnered with financial aid, admissions, and the dean of students to support incoming students
- Served as an advisor and hearing panelist for Title IX and Equity/Discrimination cases

Student Engagement, Assist. Director; The University of the South; Sewanee, TN; Nov. 2019 – Feb. 2021

- Provided career coaching to students through education and strategy development
- Supported students in their career goals, internship searches, resumes, and cover letters
- Developed, coordinated, organized, conducted, and evaluated programs, workshops, and events
- Lectured students on post-graduate preparation
- Review and edit career-focused documents created by students
- Ensure consistently correct content in all publications, including web pages
- Analyze data and develop recommendation reports to support student success outcomes
- Participate in the Leadership Institute to increase collaboration across campus resources
- Design a professional development curriculum for first- and second-year students
- Facilitate an asset mapping exercise for campus diversity, equity, and inclusion efforts

Diversity & Inclusion Consultant; UPMC; Pittsburgh, PA; Feb. 2018 – July 2019

- Co-created diversity, equity, and inclusion initiatives for middle and graduate school students
- Developed and maintained detailed project plans and logic models for all
- Monitored outcomes, evaluated progress, and delivered reports to measure effectiveness
- Allocated \$150,000 of annual funds for all planned event expenses
- Oversaw four community councils and six employee resource groups that focused on engagement, cultural competence, and social determinants of health
- Served as the liaison for the University of Pittsburgh executive leadership
- Supervised two graduate and one undergraduate intern at the university for youth programming
- Trained Community Engagement Generalist on job responsibilities and expectations
- Managed system-wide community events engaging upwards of 600 employee participants

Program Manager; Urban League of Greater Pittsburgh; Pittsburgh, PA; Oct. 2016 – Feb. 2018

- Supervised a team of six program support staff
- Managed \$150,000 budget to fund program materials, salaries, and events
- Responsible for recruiting, retaining, managing, and training the staff of six program coordinators
- Oversaw program facilitation for 45 high school students in pursuit of higher education
- Pursued additional funding streams to increase the program budget by \$15,000
- Ensured program activities and events aligned with the program's logic model
- Developed new and innovative ways to increase community awareness and program collaboration
- Implemented trauma-informed care discussions and workshops

HR Information Systems Analyst; Duquesne Light Company; Pittsburgh, PA; Apr. 2016 – Oct. 2016

- Analyzed and updated systems used to track employee personnel data
- Facilitated ten comprehensive training and testing sessions to ensure proper system functionality
- Assisted in project assessments and adjustments based on evolving business needs

Global Development Intern; Pittsburgh Kids Foundation; Pittsburgh, PA, June 2015 – Nov. 2015

- Redesigned marketing materials: presentations and website for child sponsorship program
- Developed impact reports for strategic planning and fundraising efforts

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- Facilitate week-long youth enrichment experience in Cap-Haitien, Haiti for 250 orphans

HR Compensation Associate – Strategic Programs; PNC Bank; Pittsburgh, PA; June 2012 – June 2015

- Reconciled government salary audits for compliance in discriminatory compensation practices
- Generated business compensation analysis for budget creation and forecasting
- Implemented an enterprise-wide organizational compensation structure shift for over 55,000 employees
- Consulted with strategy teams to ensure effective implementation in each line of business
- Developed communication plans informing employees and key stakeholders of impacts to corporate strategy

TEACHING EXPERIENCE

FYRP 111 First-Year Seminar: "Your Place or Mine?" The Tension of Place in Narrative and Storytelling; The University of the South; Sewanee, TN; Fall 2024

- Develop a curriculum that examines the many aspects of "place" revealed by the stories told
- Curate a reading list that illustrates disparate views of those born and those who choose to move into an environment
- Provide sessions that allow students to learn how stories shape and expose the culture of place through images of the land, language, and common legends
- Cultivate conversations where students analyze the tensions evoked by different cultures living in the same time periods
- Lead trips and plenary lectures to allow students to explore the region, engage in the practice of place-making, and synthesize knowledge across disciplines
- Facilitate journal response and revision exercises that let students integrate their own narratives into the story of the university place

PHED168 Verge: Foundations of Flourishing & Well-Being; The University of the South; Sewanee, TN; Fall 2021, Fall 2022, & Fall 2023

- Prepare students for academic, personal, and social success by exploring the science and practice of positive psychology to better understand the roots of a happy and meaningful life
- Provide an experiential and interactive experience, leveraging wellness activities both inside and outside of the classroom
- Facilitate sessions that help students gain a clear understanding of the factors and practices that contribute to their own well-being and motivation in their daily lives, and experience a sense of belonging and commitment

Co-Facilitator; Harbor Workshop (The University of the South); Sewanee, TN; July 2019 – Aug. 2019

- Establish a facilitation plan for 461 first-year students as an introduction to the university community
- Engage students in brainstorming session, discussions, and creative activities

Guest Lecturer – “Diversity in the Workplace;” Point Park University; Pittsburgh, PA; Apr. 2019

- Interactively discussed the meaning and importance of diversity and inclusion in the workforce
- Challenged 15 students to be active participants in fostering diversity and inclusion environments

UNIV101 - City-University Life; Point Park University; Pittsburgh, PA; Fall 2018

- Developed a curriculum that allowed students to self-discover their personal and professional goals
- Introduced inclusive conversations about race, social justice, diversity, and cultural humility
- Maintained a safe space for students to share their perspectives and ask questions
- Increased opportunities for students to develop their value system and familiarity with campus life

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- Administered class curriculum that increased engagement and awareness of students' personal lives, the college community, and the external neighborhood

RESEARCH

Fredericks, R.F. (2023). *Racial and Social Implications of Sense of Belonging for Black/African American and Hispanic or Latino/a/x or Chicano/a/x Students at a private Historically White Liberal Arts Institution in the Rural South* [Unpublished doctoral dissertation]. Point Park University

CONSULTING

Project Consultant; Harbor Workshop (Kellogg Foundation – Haiti); Montclair, NJ; Aug. 2020

- Manage projects and processes through the utilization of technological platforms
- Collaborate with team members and advisory groups to develop a virtual conference agenda
- Research global experts to increase educational enrichment among Haitian constituents
- Plan an international convening for the foundation and community development organizations in Haiti

AWARDS & RECOGNITION

- [2024 National Clery Award Winner – C.P.R. in Action](#)
- [2021-2022 Institutional Title IX Award - Interconnection](#)