

Cheryl Seals Mobley Gonzalez
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Dynamic leader and goal-driven professional with more than 25 years of extensive experience in all aspects of conflict resolution (complaint investigations, mediation, facilitation, and ombudsperson); equal opportunity, access, workplace and supplier diversity compliance; and policy in the public and private sectors: higher education, local government, and banking.

COMPETENCY AND EXPERIENCE SUMMARY

Administration and Supervision: Ability to develop and communicate goals with staff to accomplish expected outcomes using desired business and leadership principles involved in research and reporting, strategic planning, grant writing & evaluation, human relations, targeted recruitment, cross-cultural communications, training, fundraising, event coordination, outreach; and community, business and economic development

Equity and Diversity Policy Leader: Chaired the Florida Advisory Council on Small and Minority Business Development 8 years, leading Florida's only statutorily recognized body that advises the Governor, Florida Secretary of the Department of Management Services, and legislators on policy matters that impact small and minority businesses; Current statewide coordinator for the American Association for Access, Equity and Diversity (formerly the American Association for Affirmative Action)

Community Relations: Statewide community-based footprints in the following Florida cities: Miami, Tallahassee, Naples, Fort Myers, and Jacksonville as a founder of organizations and creator of new firsts that continue today

Higher Education and Supplier Diversity Leader: Established the Office of Diversity Enhancement which evolved into the Office of Enhancement and Compliance at Florida State University; co-founded Florida State University's Office of Supplier Diversity; and built and directed the Office of Institutional Equity and Compliance at Florida Gulf Coast University; Collaborates with University of North Florida Purchasing/Procurement Office, state, and local organizations.

Higher Education Excellence in Diversity: Led University of North Florida (UNF) towards its first national Higher Education Excellence in Diversity (HEED) Award (2014) through INSIGHT into Diversity Magazine; led change from Committee on Diversity to President's Commission on Diversity and Inclusion at UNF

City-wide Leadership in Small Business and Supplier Diversity: *Jacksonville Business Journal* Diversity Award recipient (2013), graduate of Leadership Jacksonville and Leadership Miami; speaker for public, private, and non-profit organizations for contract compliance, diversity, and equity.

International Pursuits: Gave presentation on integration of total quality management principles in employment diversity at SHRM Conference, Toronto, Ontario Canada. Was engaged with the Sister City team for City of Tallahassee, FL with St. Maarten, Netherlands Antilles; Was consultant with the St. Maarten Business Association.

EDUCATION

University of North Florida - (Jacksonville, Florida) Doctoral Student, Educational Leadership Program, College of Education and Human Services; Degree to be conferred December 2019

Antioch University/McGregor - (Yellow Springs, Ohio) Master of Arts Degree in Conflict Resolution; Degree conferred July 2002

University of Miami School of Law - (Coral Gables, Florida), Attended 1990-1991

Florida State University - (Tallahassee, Florida) 1971-1972, Undergraduate Coursework; 1996-2000, Graduate Coursework

Florida A&M University, School of Journalism - (Tallahassee, Florida) Bachelor of Science Degree in Journalism, Minor in Economics and Finance; Degree conferred June 1978 (Magna Cum Laude)

PROFESSIONAL EXPERIENCE

UNIVERSITY OF NORTH FLORIDA - Jacksonville, FL
Director, Office of Equal Opportunity and Diversity;
Title IX Administrator, & Chief Diversity Officer

08/2010 – Present

Leads and directs the University's overall efforts for equal opportunity, diversity/inclusion, and Title IX administration: investigations of discrimination and harassment; internal, state, and federal compliance related reporting; liaison to external agencies and organizations; regulations and policies; designs, facilitates, and conducts training; assists university-wide strategies for recruitment and retention of faculty and staff; collaborates with departments such as enrollment services, procurement, and academic affairs; regularly provides consultation and support to key university stakeholders at all levels.

FLORIDA GULF COAST UNIVERSITY - Fort Myers, FL
Director, Office of Institutional Equity and Compliance

05/2006 – 07/2010

Established office in May 2006. Led and directed the University's overall efforts for equity, compliance and diversity/inclusion; partnered with the FGCU Small Business Development Center; managed key University advisory committees: Grant-in-Aid, EEO-Diversity, ADA, and Gender Equity; regularly provided consultation and support to key University stakeholders.

FLORIDA STATE UNIVERSITY - Tallahassee, FL
Associate Director & Human Resources Director
Office of Diversity Enhancement & Compliance

07/2003 – 04/2006

Ushered in change that merged compliance and diversity into one office in July 2003. Provided leadership in executing the University's comprehensive affirmative action, equal opportunity and diversity/inclusion initiative, which included the strategic component of enhancing the University's ability to attract, develop and retain key talent across all levels; oversaw development and administration of supplier diversity and access; developed, facilitated and/or conducted staff training; conducted discrimination complaint investigations; served as employee ombudsperson; oversaw a parking program for persons with disabilities during university football games; was a resource consultant to University stakeholders.

Assistant Director & Employee Ombudsperson
Human Resources/Office of Diversity Enhancement

06/1999 – 07/2003

Created and supervised the Office of Diversity Enhancement (ODE) and coordinated the Employee Ombuds Program and employee retention initiatives. Engaged extensively in community outreach, grant writing, supplier diversity, and was resource consultant to University administrators, supervisors and human resources units.

Associate Director
Equal Opportunity and Pluralism/President's Office

02/1996 – 06/1999

Assisted the Executive Assistant to the President/Director, Equal Opportunity and Pluralism in all phases of planning and administering the University's Equal Opportunity and Affirmative Action Programs, that included reporting, monitoring, evaluating policies and procedures, discrimination complaint investigations, training and facilitation of programs, administrative and professional recruitment, and implementation of search and screening guidelines. Directly supervised one professional employee and one office assistant, and indirectly supervised three other employees.

CITY OF TALLAHASSEE - Tallahassee, FL
Analyst (promotion from EO Coordinator II)
Equal Opportunity Office

12/1992 – 02/1996

Assisted the Director of Equity and Workforce Development in administering a citywide equity policy and compliance program that included reporting, monitoring, evaluating policies/procedures, conducting discrimination complaint investigations/mediations, training, and co-facilitating the Tallahassee Human Relations Council's strategic planning and implementation; participated on the Quality Design Team for a quality culture in local government; coordinated various initiatives such as Focus on Men, Focus on Women; a city-wide public/private sector women's conference, and non-traditional job explorations.

LEON COUNTY SCHOOLS - Tallahassee, FL
Substitute Teacher (relocated from Miami due to Hurricane Andrew)
10/1992 – 12/1992

MIAMI-DADE COMMUNITY COLLEGE – Miami, FL
Equal Opportunity Programs Staff Associate **06/1991 – 08/1992; 06/1988 – 08/1990**

EEO Design and Development - Miami, FL
President (Sole Proprietor) **01/1987 – 06/1989**

All Miami Press Group, Inc. - Miami, FL
General Manager (Co-owner) **11/1984 – 12/1986**

Conceptco Conference Planners - Miami, FL
Event Planner (Co-owner) **02/1984 – 11/1984**

MLK Economic Development Corp. - Miami, FL
Venture Development Specialist **08/1982 – 02/1984**

Assisted the Executive Director in all phases of operations, coordinated economic development and community relations functions, wrote grants totaling \$300,000 and assisted in the acquisition of two facilities used as a major community services center, cultural center and office complex. Also served as editor of the MLKEDCO newsletter and founded the Liberty City Merchants Association.

Miami-Dade Chamber of Commerce, Inc. - Miami, FL
Committee Manager, Communications and Economic Development **02/1982 – 08/1982**

Facilitated economic development and community relations programs chaired by board members for diverse constituents. Coordinated fundraising activities and wrote a \$100,000 funded grant to establish Sunstreet Festival to promote cultural diversity.

Pan American Bank, N.A. (Changed from Wachovia to Wells Fargo) - Miami, FL
Personnel Officer and Statewide Affirmative Action Director **08/1978 – 02/1982**

Began as Management Trainee and subsequently promoted to Statewide Director of Equal Employment Opportunity for bank branches handling affirmative action initiatives, complaint resolution and community relations.

SELECT UNIVERSITY SERVICE

UNIVERSITY OF NORTH FLORIDA (UNF)

Compliance, Ethics, and Risk Oversight Committee, Member since 2017; Title IX Committee, Chairperson since 2015; Collegiate Achievement Mentoring Program, Member since 2016; Executive Committee, President's Commission on Diversity and Inclusion, since Fall 2016; Clery Act Committee, Member since 2015; Intercollegiate Athletic Committee, Member since 2010; Delores Auzenne Graduate Student Scholarship Committee, 2010 – 2017; Title IX Committee for Athletics, 2010 – 2015; African American Faculty and Staff Association (AAFSA), Co-Founder and Life Member since 2010

FORMER UNIVERSITY EMPLOYERS

Florida Gulf Coast University: Enrollment and Retention Management Committee, Gender Equity-Title IX Advisory Committee, Grant-in-Aid Advisory Committee, ADA Advisory Committee, EEO-Diversity Advisory Committee, and Long-Range Planning and Institutional Effectiveness Committee

Florida State University: Small Business Participation Program Committee, Quality Enhancement Plan Steering Committee, Legislative Liaison Committee, Space Utilization Committee, Mediation Week Committee, Compulsive Gambling Program Action Team, Professional Development Program Committee, Foundation Scholarship Committee for Children of FSU Employees, Title IX Subcommittee on Equity, IRM Coordinator for Office of Equal Opportunity and Pluralism, and Employee Assistance Program Committee.

SELECT COMMUNITY SERVICE, HONORS, AWARDS, AND APPOINTMENTS

American Associate for Access, Equity and Diversity (AAAED), New; Florida Small Business Development Center Network Board of Directors, Since 2014; James Weldon Johnson YMCA Board, Since 2014 and Chairperson, 2016 -2017; Jacksonville Business Journal Diversity Award, 2013; Leadership Jacksonville, Class of 2012; Florida Advisory Council on Small and Minority Business Development Chairperson, 2011 - 2017; Lee County NAACP Appreciation Award, 2009; Florida Council on Equal Opportunity and Diversity Chairperson, 2007-2011; Reggie Role Economic Development Champion of the Year Award, City of Tallahassee, 2005; Southside Rotary Club, Charter Member, Tallahassee, 2005-2006; FSU - Jim Moran Business Advocate of the Year Award, 2004; Leon County Minority/Women Business Enterprise Advisory Committee, 2002-2006; Capital City Chamber of Commerce, Inc., President, 2002-2006; Executive Vice President, Florida Black Chamber of Commerce, 2001-2005; Leadership Miami Class VIII, Greater Miami Chamber of Commerce, Miami, Florida, 1981

SELECT FUNDED GRANTS

- Small Business Development Grant - \$15,000 grant funded by the City of Tallahassee for Capital City Chamber of Commerce, March 2006
- Supplemental Education Program Grant - wrote \$60,000 grant funded by Florida Department of Education for the Tallahassee Urban League, April 2005
- St. Maarten Business Association – wrote \$232,000 grant funded by the Netherlands Antillean Government to assist local entrepreneurs on the Dutch Side of the island, 2003-2004
- Caribbean Carnival International Sister City Exchange Grant - wrote \$7,500 grant funded by the Florida Department of State for program between St. Maarten and Tallahassee, June 2001
- Tallahassee Urban League Community Conflict Resolution – wrote a \$24,000 grant funded by the Florida Department of Juvenile Justice, January 2001
- Mt. Olive Housing and Community Development Corporation – co-wrote \$60,000 micro-lending program grant funded by the Governor’s Front Porch Florida Initiative, June 2000
- Crosstown Community and Economic Development Initiative (CCEDI)– co-wrote \$245,000 community development grant as a collaborative initiative with the Capital City Chamber of Commerce and Smith-Williams Service Center, funded by the Governor’s Office of Trade, Tourism and Economic development, January 1999

PROFESSIONAL AND CIVIC ORGANIZATIONS

- American Association for Access Equity and Diversity (AAAED)
- National Association of Diversity Officers in Higher Education
- Zeta Phi Beta Sorority, Inc. Omega Zeta Chapter, Jacksonville
- First Coast National Pan Hellenic Council Greek Alumni Association, Jacksonville

CO-AUTHOR

Ohlson, M., Jamison, R. and Gonzalez, C. (2016) Book Chapter: The Community Engaged University: Developing an Intergenerational Network of Leadership and Mentoring in Praxeological Learning: Service-Learning in Teacher Education

LIST OF REFERENCES

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