REBECCA NATALE, EdD, SPHR, SHRM-SCP

Jacksonville, FL | hello@rebeccanatale.com | rebeccanatale.com

HR leader and educator with 30+ years of HR and organizational leadership practice and 15+ years teaching HR online, with an early track record in technology-driven learning, from adaptive courseware and competency-based education to generative AI. Experience spans talent management, employee relations, leadership development, and organizational change, from corporate HR director roles to advising 50+ organizations. Research interests include personalized instruction, adult learner persistence, and AI adoption in the workplace and classroom.

EDUCATION

EdD, Higher Education Leadership 2024
Trident University

Dissertation: *An Exploratory Case Study in Competency-based Higher Education Institutions: Faculty Perceptions of Agency, Self-Efficacy, and Preparedness for Implementing Personalized Instruction for Positive Student Learning Outcomes*

- Examined why personalized instruction is necessary for student success in self-paced, competency-based programs, including its effect on time to completion and satisfactory academic progress
- Designed and conducted the qualitative exploratory case study, including participant interviews, coding, and thematic analysis

MS, Human Resource Management 2025
Capella University

MS, Higher Education, Adult Learning 2013
Capella University

MA, Organizational Leadership 2007
Gonzaga University

BA, Psychology 1995
University of Iowa

RESEARCH & ACADEMIC SERVICE

- Research Committee, Southern New Hampshire University
- Lead Reviewer and Presenter, GATHER Conference: evaluate and score submitted proposals
- Faculty Advisory Committee to the Connecticut Board of Regents for Higher Education, voting member representing Charter Oak State College
- AI Advisory Council, Charter Oak State College: recommendations on AI tool adoption, faculty guidance, and AI literacy in the curriculum
- Selection Committee, Charter Oak State College
- Faculty Team Lead, SNHU: coach and review 45 to 50 faculty each term, including feedback quality on student writing

HIGHER EDUCATION TEACHING

Adjunct Faculty, Human Resources & Faculty Team Lead 2016–Present
Southern New Hampshire University

- Teach online undergraduate HR and organizational leadership courses, including HRM 300 Employee Experience
- Provide rubric-based feedback that connects student work to current research and HR practice

Adjunct Faculty, Human Resources 2014–Present
Charter Oak State College

- Teach HRM 310 Human Resource Management, HRM 312 Employment Law, and the HR Capstone
- Created the college's first OER courses with grant funding; still in use and saving students hundreds in textbook costs

Academic Instructor, Business & Generative AI Skill Builder 2025–Present
Sophia Learning (Strategic Education, Inc.)

- Support 4,500+ adult learners, many first-generation, in a workforce program for a Fortune 50 retail partner
- Selected as one of three instructors to launch the Generative AI Skill Builder curriculum for adult learners

Course Instructor, College of Business – Human Resources 2022–2024
Western Governors University

- Full-time instructor in a competency-based model serving 500+ students per term across seven HR courses, including graduate-level Talent Acquisition & Development

Adjunct Faculty, Founding Faculty Lead & Course Designer, HR 2011–2017
Bay Path College (now Bay Path University)

- First faculty lead for the HR program; designed its first SHRM-aligned HR curriculum (still offered today)
- Taught online HR courses for adult learners throughout; designed an early adaptive learning course on the Realizeit platform

Online Teaching Assistant, Complete Consulting, Inc. (multiple universities) 2009–2010

ORGANIZATIONAL LEADERSHIP & HR PRACTICE

Fractional HR Advisor, Maxkin HR Advisors 2010–Present

- Advised 50+ organizations on talent management, performance, succession, and compliance

Leadership Development Programs Manager, Pratt & Whitney 2007–2009

- Led global leadership development and succession planning for 33,000 employees in five countries

Corporate HR Director, Travelers Insurance 2003–2006

- Led a change initiative redefining 500+ field marketing roles with the sales president and VPs

Earlier roles: AXA Equitable, Strategic Outsourcing (now TriNet)

CERTIFICATIONS

SPHR (Senior Professional in Human Resources) | SHRM-SCP (SHRM Senior Certified Professional)

TECHNOLOGY

Microsoft 365, Google Workspace, Teams, Zoom | LMS: Brightspace, Blackboard, Canvas | Power BI, Salesforce
AI: Claude, ChatGPT, Gemini, Copilot, NotebookLM, HeyGen, ElevenLabs