

MAYA JABER

Ph.D., LEED BD+C, SAFe

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An accomplished Social Entrepreneur, Educator, ESG, Change Management, and Innovation leader with over two decades of experience in Strategy, Operations, and Project Management. I excel at driving Organizational Transformation by fostering sustainable, agile, and innovative practices. With over 10 years of teaching experience, I am passionate about inspiring future leaders by integrating Holistic Strategies, Design Thinking, and responsible business practices into education. My expertise spans Sustainability, ESG, CSR, and Culture Change, enabling me to deliver impactful solutions for organizations seeking innovation and social responsibility. Skilled in leading complex programs and initiatives, I build strong stakeholder relationships to drive value-driven outcomes. By cultivating high-performing, inclusive teams, I ensure effective governance, compliance, and continuous improvement for long-term business success.

EDUCATION

Ph.D. - BUSINESS SUSTAINABILITY AND STRATEGY, BIRMINGHAM CITY UNIVERSITY (UK)

POSTGRADUATE CERTIFICATE - RESEARCH PRACTICE, BIRMINGHAM CITY UNIVERSITY (UK)

EXECUTIVE EDUCATION FOR SUSTAINABILITY LEADERSHIP CERTIFICATE, HARVARD UNIVERSITY

MASTER OF ARTS - DESIGN MANAGEMENT, BIRMINGHAM CITY UNIVERSITY (UK)

BACHELOR OF ART - INTERIOR DESIGN, NYIT

LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN, LEED BD+C

SAFe CERTIFIED, SCALED AGILE

TEACHING EXPERIENCE

2009 – PRESENT

ASSISTANT PROFESSOR & ADJUNCT FACULTY, UW-PLATTEVILLE, UNITY ENVIRONMENTAL UNIVERSITY, NYIT, MANHATTAN COLLEGE

- Mentor, advise, and educate students & professionals on undergraduate/master's level and continuing education. Subjects: Leadership, Strategy Management, Business Management, Change Management, Interior Design/Green Buildings, and Sustainability Management;
- Sample classes are:
 - **UNIVERSITY OF WISCONSIN – PLATTEVILLE** – taught 100% online. Includes all classes beyond what is listed below for the Masters in Change Management Leadership, taught on an as-needed basis.
 - Organizational Development (MA)
 - Creative Problem Solving (MA)
 - Organizational Consulting (MA)
 - Employee Retention Certification (Continuing Education)

- **UNIVERSITY OF WISCONSIN – PLATTEVILLE** – taught in person. Includes all classes beyond what is listed below for the Business Management & Leadership, as well as general education required classes, taught on an as-needed basis. Article on my teaching methods: [The future is now: One professor's vision for AI-ready students | UW-Platteville News](#). Received Grant to design & develop website [RESILIENT FUTURE](#)
 - Strategic Management (BA/BS)
 - Leadership & Management (BA/BS)
 - Global Business Classes (BA/BS)
 - International Business Classes (BA/BS)
 - Green Building Design (BA/BS)
 - Sustainability Policy & Practice (BA/BS)
- **UNITY ENVIRONMENTAL UNIVERSITY** – taught 100% online - designed, developed, and taught classes. I was a consultant who reviewed, gave feedback, and made recommendations on two level programs for Sustainability Management MA and BA/BS.
 - Making the Invisible Visible: The ESG Proposition
- **NEW YORK INSTITUTE OF TECHNOLOGY CONTINUING EDUCATION** – taught 100% in-person – Designed, developed, and taught all classes ranging from a 7hr class to a 10-week program.
 - Interior Design Related classes: Lighting, Kitchen Design, Architectural Planning and Drafting, Color Theory, Fabric & Furniture Styles
 - Interior Design Business Development
 - Corporate Social Responsibility standards
 - Sustainability Management for Green Infrastructure
 - How to work with clients
 - Marketing and branding your business
 - Architectural Planning and Drafting
 - Green Building Principals & Standards
 - Living Building Challenge standards
 - LEED Review BD&C / Green Associate
- **MANHATTAN COLLEGE MASTERS ELECTIVE** – taught online and in person - designed, developed, and taught.
 - Foundations of Professional Relationship-developing the leader within
- **PROFESSIONAL WORKSHOP DEVELOPED FOR BUSINESSES**
 - Strategic Planning for Best Practices Implementation
 - Cultural Shift Strategies working group
 - Design Thinking Process and Approach
 - Design Thinking, creating an innovative organization
 - LEED Standards and Green Building Design
 - Living Building Challenge Standards and Design Innovation
 - Sustainability Market and what it means to your Business

VOLUNTEER ACTIVITIES

2022 – PRESENT

UNIVERSITY OF WISCONSIN - PLATTEVILLE,

- **Graduate Council** – Organizational Change Leadership (OCL) representative
- **BILSA DEI Committee** – Business School Representative
- **Legislative and Regents Relations Committee**

- **Student Advisor PioneerVote**
- **Management Committee Chair** - School of Business
- **Architecture Working Group Committee** (Fall 22)
- **RST Planning Committee** (Spring 23)
- **International Faculty & Staff Association** (Fall 23- Spring 24)
- **Pickleball Advisor** – Student Group (Spring 24)
- **New Student Prospect Advisor** (Fall 23 – Spring 24)

2008 – PRESENT

INDUSTRY VOLUNTEER ACTIVITIES

- **Academy of Management (AOM)** Conference paper reviewer **Spring 24**
- **Advisory Board Member** Rutgers University Design Thinking Certificate Program
- **CSR Judge** American Staffing Association Care Awards
- **Real-Estate Board of New York** Sustainability Committee
- **2030 District NYC** Executive Board
- **YMCA Board Member NYC** Executive Board
- **Urban Green NYC** – 2010 Service Award

PUBLICATIONS AND CONFERENCES

2016 – PRESENT

REVIEWED/REFEREED/INVITED WORKS

- Jaber, M & Ahmed, S (2024). Navigating the Ethical and Pedagogical Implications of AI in Higher Education: A Hero or Villain? Published in 2024 MBAA International Conference proceedings from April 2024.
- Jaber, M. (2024). New Innovations in Higher Education's Academic Integrity and Classroom Strategies. In *Academic Integrity in the Age of Artificial Intelligence*. Chapter: New Innovations in Higher Education's Academic Integrity and Classroom Strategies. IGI Global. <https://www.igi-global.com/chapter/new-innovations-in-higher-educations-academic-integrity-and-classroom-strategies/339230>
- Jaber, M. (2022). *Place-Based Sustainability: Research and Design Extending Pathways for Ecological Stewardship* (p. 312). Chapter 11 - Strategy with Purpose-Integral Design Thinking: A Holistic Strategy Framework for Organisational Culture Change. Tyne: Cambridge Scholars Publishing. <https://www.cambridgescholars.com/product/978-1-5275-9081-6>
- Jaber, M. (2021). Integral Design Thinking: A Novel Cross-national Framework for Sustainability Management. Doctoral thesis, Birmingham City University, UK. <https://www.open-access.bcu.ac.uk/13407/>
- Jaber, M. (2020). Integral Design Thinking, Strategy for a Transforming Society: Helping design and evolve the connections of organizations' systems and its' people. PGR Studio Annual Conference. Birmingham City University, UK. https://www.linkedin.com/in/mayajaber/overlay/experience/1805848326/multiple-media-viewer/?profileId=ACoAAAE8v8IB1sf0WEW5-2saZaJtNio_N5EgBI&treasuryMediaId=1635462690481

- Jaber, M (2016). Modeling Sustainable Future: Cultural Shifts Strategies for Sustainability Leaders, Case study New York City's Department of Education's Office of Sustainability (pgs 63-69). ECSEE 2016, Brighton, UK.
https://www.linkedin.com/in/mayajaber/overlay/experience/1805848326/multiple-media-viewer/?profileId=ACoAAAE8v8IB1sf0WEW5-2saZaJtNio_N5EqgBI&treasuryMediaId=1635462693002

SELF PUBLISHED WORKS

- Jaber, M. (2024). Bridging the Gap: Aligning Sustainability Management Competencies with NACE Career Readiness Standards. *LinkedIn*. <https://www.linkedin.com/pulse/bridging-gap-aligning-sustainability-management-nace-career-jaber-03twc/?trackingId=RUTtLpCYL6S3Ec17fi1IEA%3D%3D>
- Jaber, M. (2023). Harnessing the Power of AI for Sustainable Leadership: A Short Practical Guide for Sustainability Practitioners. *LinkedIn*. <https://www.linkedin.com/pulse/harnessing-power-ai-sustainable-leadership-short-practical-jaber-cagte/?trackingId=gbl6jSt0SIImi%2FOLkeWqllg%3D%3D>
- Jaber, M. (2022). Creativity is a fundamental tool for ESG change management. *LinkedIn*. <https://www.linkedin.com/pulse/creativity-fundamental-tool-esg-change-management-jaber-phd-leed-ap/?trackingId=gbl6jSt0SIImi%2FOLkeWqllg%3D%3D>
- Jaber, M. (2022). Design Thinking is a vital Tool for Scaled Agile Implementation. *LinkedIn*. <https://www.linkedin.com/pulse/design-thinking-vital-tool-scaled-agile-maya-jaber-phd-leed-ap/?trackingId=gbl6jSt0SIImi%2FOLkeWqllg%3D%3D>
- Jaber, M. (2022). Can the Scaled Agile Framework (SAFe) help Sustainability Management?. *LinkedIn*. <https://www.linkedin.com/pulse/can-scaled-agile-framework-safe-help-sustainability-maya/?trackingId=gbl6jSt0SIImi%2FOLkeWqllg%3D%3D>
- Jaber, M. (2022). Leadership matters! Being a Servant Leader at your core.... *LinkedIn*. <http://www.linkedin.com/pulse/leadership-matters-being-servant-leader-your-core-maya/?trackingId=gbl6jSt0SIImi%2FOLkeWqllg%3D%3D>
- Jaber, M. (2021). Strategy with Purpose: Social Governance and Environmental Strategies in an Evolving World Economy. *Calameo*. <https://www.calameo.com/read/006394127e2293ec5eb50?authid=NKUPOWsmc05j>
- Jaber, M. (2021). Climate governance: What it means to organizations moving forward?. *LinkedIn*. <https://www.linkedin.com/pulse/climate-governance-what-means-organizations-moving-maya/?trackingId=gbl6jSt0SIImi%2FOLkeWqllg%3D%3D>
- Jaber, M. (2021). Authentic Leadership, Creating a Culture of Inclusion. *LinkedIn*. <https://www.linkedin.com/pulse/authentic-leadership-creating-culture-inclusion-jaber-phd-leed-ap/?trackingId=gbl6jSt0SIImi%2FOLkeWqllg%3D%3D>
- Jaber, M. (2020). Design Thinking a Tool for Sustainability in a Changing World. *LinkedIn*.

<https://www.linkedin.com/pulse/design-thinking-tool-sustainability-changing-world-maya/?trackingId=gbl6jSt0SIml%2FOLkeWqlg%3D%3D>

- Jaber, M. (2020). Sustainability Management Optimizes Business Operations. *LinkedIn*. <https://www.linkedin.com/pulse/sustainability-management-optimizes-business-maya/?trackingId=gbl6jSt0SIml%2FOLkeWqlg%3D%3D>
- Jaber, M. (2020). Strategic & Critical Thinking for Sustainability Management. *LinkedIn*. <https://www.linkedin.com/pulse/strategic-critical-thinking-sustainability-management-maya/?trackingId=gbl6jSt0SIml%2FOLkeWqlg%3D%3D>

CONFERENCE PRESENTATIONS, WORKSHOPS, & ATTENDANCE

- **“Accelerating Change: Developing Core Competencies for Effective ESG Implementation.”**
2025 Midwest Climate Summit! Poster Presentation, Madison WI, April 2025
- **“Unpacking Weight Stigma: Navigating Body Shame and Discrimination in the Workplace.”**
Workshop presentation at the Women’s and Gender Studies Consortium Conference, *Embodying Feminism: Calling In, Calling Out, Calling to Action*, Madison WI, April 2025
- **“Empowering Classrooms with AI: How to Build Your Own ChatGPT Tutor,”** presented to the staff of Platteville HS. Dec. 2024
- **“Empowering Classrooms with AI: How to Build Your Own ChatGPT Tutor,”** presented during Innovation Week UW Platteville. Nov. 2024
- **“Embedding ESG in the Classroom: Preparing Future Leaders for Sustainable Success”** – presented at the Universities of Wisconsin Sustainability Summit: A Confluence of Teaching, Research, and Community Partnerships. September 2024
- **AI-Powered Pedagogy, Instructional Use for Artificial Intelligence** – one of three speakers at this internal university-held event. April 2, 2024
- SAFE April 2024 conference - Title: **“Navigating the Next Industrial Revolution: SAFe, ESG, and Sustainability in Harmony”** – one of two presenters for this topic
- Paper Presentation – **“Navigating the Ethical and Pedagogical Implications of AI: A Hero or Villian?”** 2024 MBAA International Conference, Palmer House, Chicago, IL, April 10 - 13
- Universities of Wisconsin Sustainability Summit: A Confluence of Teaching, Research, and Community Partnerships – proposal title is: **“Embedding ESG in the Classroom: Preparing Future Leaders for Sustainable Success”** – Sept 2024
- **“Integral Design Thinking: A Novel Framework for Management and Change”** workshop was presented at the FSI Conference in Illinois - Spring 2023
- **“Unleash Your Creativity: Designing a Sustainable World with Purpose”** – A speaker as part of Amity University Haryana, Amity School of Fine Arts speaker series “Design Thinking: A Tool for Sustainability in a Changing World” Fall 2023
- AOM Conference 2023, Boston, Attended, Summer 2023
- AOM Conference 2024, Chicago, Attended, Summer 2024
- Integrative Learning Unleashed – Fostering Engagement in Every Classroom – teaching education – Attended Spring 2024
- Integrating Wellness into the Classroom – Attended, Spring 2024
- UW-Platteville University Women's Council event, Celebration of Strength and Wisdom in Women: Inspire Inclusion. March 2024

- Early Career Instructor Series: Workload Management Sept 2024

INDUSTRY EXPERIENCE

2018 – PRESENT

PROJECT, CHANGE MANAGEMENT, ESG ADVISOR, MAYAJABER.COM

(examples of work engagement: Lands' End, Frontier Communication, HITT Contracting, Evenson Best)

- Work with leadership team to analyze organization, both internally and externally to develop a road map and recommendations for their ESG strategies and implementation
- Work with PMO office to help streamline strategy design and governance for full-scale Agile transformation, as well as, designed, developed, implemented & guided communication strategy, way of work, and workstream management.
- Provided strategic vision for long-term delivery innovation to continuously optimize ways of working
- Developed & streamlined CSR framework for volunteerism and engagement for the organization's 1,300+ employees; created a team of national volunteers, streamlined charitable giving process and engagement; as well as created a volunteer and charitable giving policy; Foster a culture of CSR and built company brand to internal and external stakeholder;
- Transition all the CSR and Philanthropy department from traditional localized function to an online cloud and collaborative workstream;
- Support the strategic efforts through delivering detailed analysis for productivity and efficiency to build on the organization's five pillars strategic framework as I led and created a national team of company ambassadors to support the company's vision, their local communities, NGOs, charitable events, and engage their employees to improve organizational processes;
- Researched and analyzed existing IT systems to innovate and bring to light the survey system for the organization that gives the ability for qualitative and quantitative data collection and engagement building;
- Developed and maintain excellent working relationships with key business stakeholders as I collaborated with marketing regarding internal/external messaging and drafted the 2019 CSR report; Built on internal messaging through the SharePoint website and database for all organizational employees and volunteer stakeholders;
- Served as an internal subject-matter expert on sustainable construction methods and green code best practices, trends, policies, and innovation; managed LEED certification processes;
- Provide leadership of project teams and interdepartmental management to achieve project objectives;
- Bringing together the resources of a major contract furniture dealership with extensive project management experience to provide customized interior design space planning, furniture solutions, installed on time and within budget as I consult with business lines to qualify and quantify specifics related to planning;
- Collaborated with clients and commercial designers to fulfill their vision on office design as I supported and led some program management initiatives and ensured effective transition of space planning efforts to project implementation, supporting a successful project workflow;
- Demonstrated a consultative approach to design based on previous experience with the design process and all phases of design/build while participating in supporting complex

scheduling planning projects, monitors work in progress, and completing all documentation related to work;

- Managed projects and participated in project execution to ensure that all tasks were successfully performed and all deliverables were met promptly;
- Maintained a high level of organization and fostered efficiency and process improvements for in-house project management procedures;
- Throughout the entire process, retaining single-source accountability while providing the appropriate local representation for each project, phase, and/or location;

2015 – 2018

DIRECTOR OF SUSTAINABILITY & VP TE GREENENGINEERS, TIME EQUITIES INC.

- Optimized a global real estate portfolio of 32 million SF that was diverse, international in scale, and included third party management teams; this included but was not limited to developing resiliency strategies based on regional climate change and regulations;
- Develop and advocate for energy, water, and waste efficiency and portfolio policy and program design;
- Developed brand & brand integration as I supported the integration of ESG leadership at all levels;
- Develop sustainability objectives, metrics, measurement, tracking protocols & tools with dynamic feedback systems for use across the organization (i.e., consistency);
- Establish partnerships & cooperative agreements with new stakeholders in key markets; Advisory & subject matter expert in applicable laws, regulations, regulator guidance, and compliance;
- Interacted with company leadership, portfolio managers, and operational teams to pursue, research, and advance sustainable real estate technologies and innovation into assets;
- Established tangible goals for increasing the implementation and success of integrating sustainable strategies within assets & organization; Actively built relationships to create a strong collaborative culture;
- Discovered market trends & best practices as I led and managed efforts on reporting for GRI, GRESB, LEED, and other certifications; Fostered collaboration, conducted strategic planning to provide for the organization's internal needs;
- Coordinated training to drive education & create a level of awareness across TEI portfolio, partners & outside stakeholders as I created internal champions to improve the organizational process;
- Developed sustainability objectives by utilizing data analytics;
- Coordinated internal cross-divisional teams to develop innovative improvements and strategies; Led CSR knowledge sharing sessions, fostered internal champions, and trained staff;
- Wrote content and designed division website; Served as an external voice for TEI's sustainability views and served as vendor contact for all environmental aspects;
- Introduced design thinking strategies to programmers;

2008 – 2015

CEO - STRATEGY, OPERATIONS, INNOVATION & SUSTAINABILITY/ESG ADVISOR, M3D CONSULTING LLC

- Own and manage a certified WBE Sustainability Management and Policy consulting firm providing business;
- Holistic strategy development, operations innovation, change management, sustainability management;

- Optimization strategies and policy consulting, project development and management, education and training support;
- Awarded Citi's and QEDC top Innovative Business 2013 Startup honor;
- Work with leaders and organizations to help them evolve their organization to fulfill their mission and grow their bottom line as they optimize their organization, embed social governance and environmental strategies into their culture;
- More info at mayajaber.com; this includes but is not limited to holistic strategies for operations, optimization, program audits, reporting, metrics, analysis, and project management;
- Example:
 - NYC Department of Education -DSF, Office of Sustainability – worked with the Director of Sustainability in the Division of School Facilities Office of Sustainability for NYC Department of Education to help design, develop, and create strategies for the implementation of Cultural Shifts to help excel the adoption of all Sustainability Initiatives being developed for their 1800 schools;
 - Partnered with other small & minority-owned businesses to create a support community;
 - Bedell Cellars – worked as an advisor for their marketing, communications, and partnership strategy for their Certified Sustainable Wine program through Long Island Sustainable Winegrowing organization;
 - K-One Floors, Inc. – worked as an advisor on reevaluating their services & product lines, marketing, and communication strategies;

1996– 2008

DESIGNER, PROJECT & ACCOUNT MANAGER, DESIGN & BUILDING INDUSTRY, INTERIOR ARCHITECTURE

- Worked as an account managing consultant with NSLIJ Hospital Facilities Department to help develop a new procurement line for furniture standards for all hospital interiors and create a new look and feel for hospital interiors. Also, managed all projects from design development to delivery and installation;
- Led teams in support of multimillion initiatives for clients such as KPMG, AIG, Canon, and JP Morgan Chase;
- Account & Project Management from the design phase to the installation of interior projects;
- Responsible for developing overall project management strategy and working with discipline leads and project teams to execute plans;
- Manage schedules, budgets, assets, and overall project organization to ensure requirements and project deliverables dates are clearly communicated, understood, and executed upon;
- Actively monitor project risks and scope creep to foresee/identify potential problems and proactively identify solutions to address them in advance;
- Ability to work across several projects with one or more junior project manager(s) or as the primary Project Manager on a large-scale engagement;
- Lead the training/mentoring of junior project managers on project management methodologies and best practices as required; Proactively identify opportunities and deliver improvement.

REFERENCES

Dr. Lawrence Green – Senior Lecturer -
Manchester Metropolitan University - +44-(0)
161-247-3934 – l.green@mmu.ac.uk

Dr. Audrey Schultz Chair/Professor – Pratt
Institute, C: +11-917-328-6113,
aschul47@pratt.edu

Dr. Sharon Jaye– Building Performance Policy
Manager at City and County of Denver, C: 1-240-
888-5683 - drsharonjaye@gmail.com