

JANNA PENNINGTON

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EDUCATION

The University of North Carolina-Chapel Hill

Doctor of Education, Organizational Learning and Leadership

Chapel Hill, NC

Expected August 2028

The University of Georgia

Master of Education, Professional Counseling

GPA: 3.98/4.0

Athens, GA

May 2008

Furman University

Bachelor of Arts, History

GPA: 3.77/4.0, magna cum laude, Phi Beta Kappa, Who's Who Among American Colleges & Universities

Greenville, SC

June 2004

PROFESSIONAL EXPERIENCE

Master of Science in Innovation and Leadership, Furman University

Graduate Program Director

Greenville, SC

January 2024-present

- Oversee all aspects of new graduate program, including student recruitment and admissions, faculty recruitment, budget, curriculum, course scheduling, advising, and student services
- Collaborate with faculty to develop innovative courses in professional coaching, leadership development, creativity and innovation, pitching and presentation, and resilience and reflection
- Partner with local individuals and organizations to provide community-based learning experiences for students
- Chair graduate program committee and serve as voting member on Graduate Council

Communication Studies, Furman University

Lecturer

Greenville, SC

August 2022-present

- Teach public speaking and structured internship courses
- Coordinate internship program and professional development opportunities for the Department of Communication Studies

Janna Pennington LLC

Founder + Lead Consultant

Greenville, SC

July 2020-present

- Provide personal and professional development consulting for businesses, nonprofits, and individuals
- Develop curricula, trainings, and toolkits for national service programs (see *Consulting Work* for more details)

Academic Connections, Greenville Technical College

Instructor

Greenville, SC

August 2016-May 2021

- Taught a variety of courses focused on developing skills necessary for college success (critical thinking, media literacy, communication and public speaking, time management, career planning, etc.)
- Facilitated personal and professional development of students through administration of various personality and learning styles inventories, including Myers-Briggs Type Indicator and CliftonStrengths
- Served as an academic advisor for students and oversaw First-Year Experience Peer Mentor program

Student Leadership and Community Engagement, Samford University

Director

Birmingham, AL

August 2010-June 2015

- Created and led new university department that blended student leadership development with community engagement initiatives

- Compiled university-wide report on community engagement that led to creation of new staff position and increased financial resources for community outreach activities
- Advised Student Government Association and facilitated leadership development programming for other students and student organizations
- Supervised several student workers and full-time coordinator who was responsible for planning service trips, large-scale service events, community service fairs, and other initiatives
- Chaired co-curricular subcommittee for a social change-focused honors program
- Served on various university committees, including University Values Council, Sexual Assault Response Team, Academic Initiative Grant Committee, and Staff Advisory Council
- Served as campus advisor for the Leading Edge Institute, a leadership development program for college women that focuses on social issues in Alabama
- Served as Faculty Secretary for Omicron Delta Kappa national leadership honor society

Alabama Governor's School

Birmingham, AL

Instructor, Leadership for Social Change

Summer 2011, 2012, 2013, 2014, 2015

- Developed and taught intensive 2-week course based on the Social Change Model of Leadership Development
- Facilitated experiential learning activities including service projects and field trips to civil rights landmarks

Student Leadership and Civic Engagement, Georgia Southern University

Statesboro, GA

Service-Learning Coordinator

June 2008-May 2010

- Collaborated with faculty, staff, students, and community partners to create a comprehensive service-learning program that connected students to the community in meaningful and impactful ways
- Developed proposal that resulted in increased service-learning budget (from \$1,500 in 2008 to \$75,000 in 2009)
- Created Community Liaisons program that paired trained student leaders with local non-profit agencies to foster campus-community partnerships and bolster community impact
- Led training and development opportunities for faculty, including workshops and Faculty Fellows program
- Coordinated week-long service trips as well as ongoing service opportunities
- Developed and taught leadership-focused orientation course for first-year students
- Served on university committees including Sexual Assault Task Force and Wellness Committee

Career Center, The University of Georgia

Athens, GA

Graduate Assistant

August 2006-May 2008

- Assisted students with résumé and cover letter preparation, interview skills, goal setting, and career planning
- Administered various computer-based assessments to students including The Strong Interest Inventory
- Taught a career and life planning course for graduating seniors

Housing and Residence Life, Furman University

Greenville, SC

Lakeside Housing Area Coordinator

August 2004-May 2006

- Hired, trained, and supervised approximately 30 student staff members (Resident Assistants)
- Lived in on-campus housing and served in on-call capacity during weeks and alternating weekends
- Conducted judicial hearings and determined sanctions for students who violated Housing policy
- Served as academic advisor for first- and second-year students

COURSES TAUGHT

Furman University (2022-present)

- INV 603: Resilience and Reflection
- INV 601: Creativity and Innovation (facilitated experiential learning component)
- INV 602: Pitching and Presentation (facilitated experiential learning component)

- INV 642: Practicum in Innovation
- INV 644: Individualized Experiential Learning
- COM101: Public Speaking
- COM 503: Individualized Internship
- COM 505: Structured Internship

Greenville Technical College (2016-2021)

- COL103: College Skills
- COL105: Freshman Seminar
- COL107: Computer Literacy for College Success
- COL111: E-Learning Success

Alabama Governor's School (2011-2015)

- Leadership for Social Change

Georgia Southern University (2009)

- FYE1220: First-Year Experience

University of Georgia (2007-2008)

- ECHD3050: Career and Life Planning

CONSULTING

National Service

Upstate Greenways and Trails Alliance

February-May 2025

- Provided professional development coaching for AmeriCorps program staff

AmeriCorps Central Texas

January-July 2024

- Advised consultant who was creating an online platform for the corps member curriculum I created for Service Year Alliance in 2021

America's Service Commissions

April-December 2023

- Developed tools and templates to support partnerships between national service (E.g., AmeriCorps) and higher education institutions
- Led cohort of 6 state service commissions as they worked to strengthen partnerships with higher education
- Created a higher education-facing publication that highlights ways national service can help higher education institutions achieve their stated missions

OregonServes (Oregon State Service Commission)

February-June 2023

- Developed and led 5-part "Life After AmeriCorps" virtual training series that covered topics such as career planning, interview skills, time and money management, and civic engagement

College Advising Corps, University of Connecticut

March 2023

- Facilitated "Life After the Corps" virtual training session focused on applying to jobs and graduate schools

Volunteer FL (Florida State Service Commission)

October 2022

- Facilitated in-person asset-framing workshop for AmeriCorps program staff

- Volunteer NC (North Carolina State Service Commission)** October 2022
- Facilitated in-person workshop on asset-framing and conflict management for AmeriCorps program staff
- Serve CT (Connecticut State Service Commission)** September 2022
- Facilitated in-person asset-framing workshop for AmeriCorps program staff
- Service Year Alliance** September 2021-June 2022
- Created a comprehensive asset-based training and development curriculum for individuals participating in service year programs nationwide. Funded by the Bill and Melinda Gates Foundation.
- College Advising Corps, Furman University** July 2018-June 2022
- Facilitated individual coaching sessions and group professional development workshops for AmeriCorps members. Topics include resilience, empathy, goal setting, active listening, CliftonStrengths, and Enneagram.
- United Way of the Piedmont** March-June 2022
- Facilitated individual coaching sessions and group professional development workshops for AmeriCorps team members. Topics include career planning, résumé writing, and interviewing skills.
- Communities in Schools-San Antonio** May 2022
- Led virtual session on vocational discernment for current AmeriCorps members
- OneStar Foundation (Texas State Service Commission)** April 2022
- Led virtual session on asset framing for current AmeriCorps members
- United Way Association of South Carolina (South Carolina State Service Commission)** May 2021, July 2021
- Led CliftonStrengths workshop for AmeriCorps program directors from across the state of South Carolina and facilitated webinar on volunteering and staying civically active after AmeriCorps service
- Impact America** August 2018-June 2019
- Led monthly professional development sessions for AmeriCorps members. Topics included CliftonStrengths, leadership, civic engagement, and goal setting.
- Corporate and Other Non-Profit**
- United Community Bank** June 2026
- Led in-person Enneagram workshop for United Community Bank legal team
- Ironwood Insurance** March 2021-February 2025
- Led virtual and in-person Enneagram workshops for groups of 20-50 employees
- Turner Padgett Law** November 2022, March 2024
- Facilitated Enneagram workshops for lawyers attending annual retreat
- Camp Greystone** June 2021, Summer 2022, Summer 2023
- Led in-person Enneagram workshops for over 100 summer camp staff members, as well as workshops on resilience, asset framing, and career planning for smaller groups
- Gilbert Dental Group** November 2020, May 2022, February-April 2023
- Led in-person Enneagram, CliftonStrengths, and asset-framing workshops for dental office staff

Indigo Pediatric Dentistry

January 2022

- Led Enneagram workshop for dental office employees during staff retreat

Huron Consulting Group

June 2021, September 2021

- Led a series of Enneagram workshops for women leaders working in the higher education division of a large consulting firm

WRITESHARE @ M. Judson Booksellers

November 2020

- Led 4-week book discussion focused on identifying and overcoming personal blind spots and implicit biases

Upstate Pediatric Dentistry

June 2018, September 2020

- Led CliftonStrengths and Myers-Briggs Type Indicator workshops for dental office staff

Augusta Heights Baptist Church

October 2019

- Led Enneagram workshop during a weekend retreat for church members

First Baptist Greenville

February 2018

- Led Myers-Briggs Type Indicator workshop for church members during a 1-day retreat

Greenville Health System (Clinical Pastoral Education program)

August 2017

- Led Myers-Briggs Type Indicator workshop for individuals participating in a chaplaincy training program

PUBLICATIONS

Pennington, J. (2024). *National service and higher education toolkit*. America's Service Commissions. <http://bit.ly/AC-higher-ed>.

Pennington, J. (2022). *Asset-based framework curriculum*. Service Year Alliance. https://www.serviceyearalliance.org/asset_based_framework.

Hudson-Flege, M., & Pennington, J. (2021). *Joining AmeriCorps: A guide for young adults considering a year of service*. Trailside Publishing.

Pennington, J. (2014, 2015). *Samford University community engagement report*. Samford University.

Pennington, J. (2009). *Service-learning handbook for faculty*. Georgia Southern University.

CONFERENCE PRESENTATIONS

Pennington, J. (2025, April 10). *Engaging higher education partners: Strategies for connection and communication* [Conference Presentation]. America's Service Commissions National Service Training, Atlanta, GA.

Pennington, J. (2024, April 25). *Fuel and friction: A framework for building better partnerships with higher education* [Conference Presentation]. America's Service Commissions National Service Training, Minneapolis, MN.

Pennington, J. (2024, April 9). *Fuel and friction: A framework for building partnerships between higher education and AmeriCorps* [Conference Presentation]. Compact24: Campus Compact National Conference, Denver, CO.

Pennington, J. (2023, May 15). *Start with what's strong: Identifying and developing member assets* [Conference Presentation]. America's Service Commissions National Service Training, Charleston, WV.

Pennington, J. (2022, May 18). *Start with what's strong: Identifying and developing member assets* [Conference Presentation]. America's Service Commissions National Service Training, Burlington, VT.

Pennington, J. (2022, January 26). *Your CAC story: Personal and professional growth during the service year* [Keynote Address]. College Advising Corps Adviser Assembly, Virtual.

Pennington, J. (2016, April 14). *Tracking community engagement on your campus* [Conference Presentation]. Gulf-South Summit on Service-Learning and Civic Engagement through Higher Education, Savannah, GA.

Pennington, J. (2013, July 23). *Trying is not good enough: What measurement and assessment means for service-learning programs and community partners* [Closing Reflection]. Alabama Possible Annual Meeting, Birmingham, AL.

Pennington, J. (2010, March 4). *The community liaisons program: Creating sustainable partnerships through student leadership initiatives* [Conference Presentation]. Gulf-South Summit on Service-Learning and Civic Engagement through Higher Education, Athens, GA.

RESEARCH EXPERIENCE AND INTERESTS

National Service and Higher Education Toolkit, America's Service Commissions 2024

- Completed extensive review of national service/higher education partnerships and developed roadmap and resources to help AmeriCorps programs strengthen partnerships with higher education
- Developed and compiled case studies of successful partnerships

Community Engagement Report, Samford University 2014, 2015

- Developed process for collecting qualitative and quantitative data from 10 schools and colleges, Student Affairs, Athletics, and other university departments
- Compiled data in comprehensive report and presented it to university president, provost, deans, and other campus leaders

Independent Study, University of Georgia 2008

- Title: *Points of view: Incorporating key perspectives into a comprehensive suicide prevention and response policy*
- Initiated study based on personal interest in topic; completed extensive literature review that culminated in research paper
- Advised by Dr. Gerard Kowalski, Executive Director of Housing at The University of Georgia

Research Assistant, University of Georgia 2007

- Assisted doctoral student who was investigating use of the White Racial Identity Attitude Scale (WRIAS) in counseling research

Other Research Interests

- Asset framing and strengths development
- Creating cultures of belonging
- Change in higher education
- Innovation mindset
- Campus-community partnerships
- Inter-organizational communication
- Personal development as a tool for social change

EDUCATIONAL TRAVEL

Service-Learning Study Abroad in South Africa, Samford University

Trip Facilitator

2012

- Collaborated with the Frances Marlin Mann Center for Ethics and Leadership, an academic department, to coordinate a 3-week service-learning practicum experience in Masiphumelele Township, South Africa
- Worked alongside students who were developing an entrepreneurship training curriculum for Living Way, an organization that trains and empowers individuals to develop small businesses

Service-Learning Study Abroad in Botswana, Georgia Southern University

Program Director

2009-2010

- Coordinated marketing, student recruitment, and planning of university's first study abroad trip to Botswana
- Worked with Economic Development and Public Health faculty to incorporate service-learning into their study abroad courses

Study Abroad in Norway, The University of Oslo

Student Participant

2003

- Received Rotary Scholarship to attend International Summer School at The University of Oslo
- Studied Norwegian culture and society and participated in various field trips and excursions

Study Abroad in Southern Africa, Furman University

Student Participant

2003

- Studied history and politics of South Africa, Namibia, Botswana, and Swaziland

PROFESSIONAL DEVELOPMENT

Trainings and Certifications

The Narrative Enneagram, Certified Teacher	August 2023
Intergroup Dialogue Facilitator training	August 2023
College Teaching course (Greenville Technical College)	Spring 2018
Teaching with Blackboard course (Greenville Technical College)	Fall 2017
Myers-Briggs Type Indicator, Certified Practitioner	August 2014
StrengthsQuest, completed CSS100HE: Strengths Educator course	July 2014

Memberships

The Narrative Enneagram	2022-present
America's Service Commissions	2021-2024
NASPA	2011- 2015
National Clearinghouse for Leadership Programs	2011-2015
American Counseling Association	2006-2008
South Carolina College Personnel Association (SCCPA)	2004-2006
Southeast Association of Housing Officers (SEAHO)	2004-2006

Meetings

America's Service Commissions National Service Training (Atlanta, GA)	2025
America's Service Commissions National Service Training (Minneapolis, MN)	2024
Compact24: Campus Compact National Conference (Denver, CO)	2024
America's Service Commissions National Service Training (Charleston, WV)	2023
America's Service Commissions National Service Training (Burlington, VT)	2022
Gulf-South Summit on Service-Learning and Civic Engagement (Savannah, GA)	2016

Gulf-South Summit on Service-Learning and Civic Engagement (Little Rock, AR)	2015
Alabama Possible Annual Meeting & Summer Workshop (Birmingham, AL)	2014
Gulf-South Summit on Service-Learning and Civic Engagement (Louisville, KY)	2013
Alabama Possible Annual Meeting & Summer Workshop (Birmingham, AL)	2013
Leadership Educators Institute (Columbus, OH)	2012
Alabama Poverty Project Lifetime of Learning Conference (Montevallo, AL)	2012
Gulf-South Summit on Service-Learning and Civic Engagement (Hattiesburg, MS)	2012
National Leadership Symposium (Richmond, VA)	2011
Gulf-South Summit on Service-Learning and Civic Engagement (Athens, GA)	2010
Grant Writing USA (Savannah, GA)	2010
Gulf-South Summit on Service-Learning and Civic Engagement (Baton Rouge, LA)	2009
Campus Compact Professional Development Institute (Atlanta, GA)	2008
Service-Learning Symposium (Cullowhee, NC)	2008
American College Personnel Association Annual Convention (Atlanta, GA)	2008