

Kellie A. McElhaney

Lecturer | Founding Director, Center for Equity, Gender, and Leadership at Haas School of Business, University of California, Berkeley

Berkeley, CA, US

Leading expert on equity fluent leadership, value-creating strategies of diversity and inclusion, and corporate social responsibility.

About

Kellie McElhaney is on the Berkeley Haas faculty as a Distinguished Teaching Fellow and the Founding Director of the Center for Equity, Gender and Leadership (EGAL). Launched in November 2017, EGAL's mission is to educate equity fluent leaders to ignite and accelerate change. Equity fluent leaders understand the value of different lived experiences and courageously use their power to address barriers, increase access, and drive change for positive impact. McElhaney helped develop the equity fluent leadership concept and teaches it across the country and around the world. In 2003, McElhaney founded the Center for Responsible Business, solidifying corporate responsibility as a core competency and competitive advantage for the Haas School. Haas was rated #1 in the world for corporate responsibility by The Financial Times. She received the Founder and Visionary Award at Haas in 2013 for this work. McElhaney wrote a book entitled "Just Good Business: The Strategic Guide to Aligning Corporate Responsibility and Brand." She writes case studies of companies who are investing in women and equity-fluent leadership (Wal-Mart, Gap, Inc., Boston Consulting Group, Zendesk), and conducts research in the area of equal pay, conscious inclusion, equity fluent leadership, and value-creating strategies of diversity and inclusion. McElhaney consults and keynotes for Global 1000 companies and organizations all over the world on her areas of expertise, and has a TED talk. She is the mother of two incredibly strong teenage daughters.

Areas of Expertise

Diversity, Equity, and Inclusion, Value-creating Strategies of Diversity and Inclusion, Equity Fluent Leadership, The Gender Wage Gap, Gender Equity, Corporate Social Responsibility, Women in Leadership, Conscious Inclusion

Selected External Service & Affiliations

2018 ? present Empower Her, Advisory Board, 2018 ? present, Gender Equity Diversity Subcommittee of the University of California Athletics Board, 2017 ? present, Closed Loop Fund, Advisor, 2016 ? 2018, Orrick, Women's Leadership Council, Chair, 2014 ? 2017, Outotec, Sustainability Advisory Board, Finland, 2014 ? 2018, Sedgwick Women's Forum Advisory Board, 2014 ? 2017, Pacific Community Ventures, Board, 2013-2017, Dow Chemical Company, Sustainability Advisory Council, 2013 ? present, Sierra Global Management Board, Advisory Board, Haas Socially Responsible Investment Fund, Atlanta Capital, SustainAbility, Sustainability Advisory Council, The Dow Chemical Company

Positions Held

At Haas since 2002

2017 ? present, Founding Director, Center for Equity, Gender, and Leadership, Haas School of Business
2008 ? present, Faculty, Institute for Business and Social Impact, Haas School of Business
2002 ? 2017, Adjunct Associate Professor, Haas School of Business
2008 ? 2012, Margo N. Alexander Faculty Fellow in Corporate Responsibility, Haas School of Business
2002 ? 2008, John C. Whitehead Faculty Fellow in Corporate Responsibility, Haas School of Business
2002 ? 2009, Executive Director & Founder, Center for Responsible Business, Haas School of Business
1994 ? 2002, Managing Director, Corporate Environmental Management Program, University of Michigan Business School
1993 ? 2002, Adjunct Professor, University of Michigan Business School
1992 ? 1993, Visiting Professor, Sichuan International Studies University
1991 ? 1992, Adjunct Instructor, University of Cincinnati
1989 ? 1992, Fifth Third Bancorp

Visiting Positions

2013 ? 2014, Management Institute of Finland
2010 ? 2014, Visiting Professor, EADA, Barcelona, Spain
2006 ? 2014, Visiting Professor, Kenan-Flagler School of Business, UNC Chapel Hill
2007, Visiting Professor, Institut d'Administration des Entreprises, University of Poitiers, Poitiers, France
1992 ? 1993, Visiting Professor, Sichuan International Studies University, Sichuan, China

Education

University of Michigan

PhD Higher Education (Business Cognate)

Ohio University

MA Organizational Behavior/Management

University of North Carolina

BA Political Science, English

Honors & Awards

Most Influential Women in Bay Area Business 2019

Honored by the San Francisco Business Times May 2019

California Management Review Case of the Year

"Eliminating the Gender Pay Gap: Gap Inc. Leads the Way" 2017

Earl F. Cheit Award for Excellence in Teaching

2012-2013

Founder & Visionary Award

Center for Responsible Business 2013

Aspen Institute and the World Resources Institute's Faculty Pioneer Award
2005

?40 Under 40? leaders racing ahead of their time by the East Bay Business Times
2004

Finalist in Fast Company's Fast 50 list
2004

MBA Teaching Excellence Award, UMBS
Nominated 2001, 2002, 2003

Outstanding GSI Teaching Award
The University of Michigan 1997

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