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# HEATHER VALENTINO

Heather.L.Valentino@gmail.com | 440-364-9760 |  
www.linkedin.com/in/heather-valentino

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## EDUCATION

### **Ed.D. Educational Sustainability**

University of Wisconsin- Stevens Point  
May 2024

Dissertation: *The Relationship Between Sustainability Leadership, Job Satisfaction, and Environmental, Social, and Governance (ESG) Performance: A Study of U.S. Firms*

Committee: Eric Roesler (chair), Fran Reinert Ce, Bo DeDeker

### **M.S.- Sustainable Management**

University of Wisconsin- Parkside  
2019

Thesis: *Development of a Sustainability Implementation Roadmap for a Public Transit Agency*

Supervisor: Steve Dunn

### **B.A.- Environmental Studies**

Chatham University  
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## PRESENTATIONS & INVITED LECTURES

- **Sustainability Leadership in the Private Sector based in the United States**  
Chatham University, Pittsburgh, PA March 2025
  - **Current State of Sustainability in the Private Sector**  
Lake Erie College Sustainability Committee Speaker Series; Painesville, OH April 2024
  - **Unmasking Greenwashing: Navigating the Landscape of Environmental Marketing Deception**  
Packaging Distributors of America Sustainability Summit; Sarasota, FL January 2024
  - **ESG Disclosure: Navigating the Complexity of New Financial Requirements in the U.S. and Europe**  
World Environment Center Executive Roundtable; Washington D.C., March 2023
  - **How Sustainability interacts with Marketing in the Private Sector**  
University of Wisconsin, March 2023
  - **ESG Disclosure & Data Collection**  
FedEx Finance Directors Update, January 2023
  - **Sustainability 101**  
Greater Cleveland Regional Transit Agency; Cleveland, January 2021
  - **Sustainable Events for Transit Agencies**  
Greater Cleveland Regional Transit Agency; Cleveland, August 2019
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## TEACHING EXPERIENCE

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### Adjunct Faculty

Ohio University-Voinovich School - April 2025-Present

- Designed and taught sustainability class sessions leveraging digital content and multi-media resources in the classroom.
- Facilitated face-to-face or satellite instructions during a seven-week period
- Created syllabus, lectures, assignments, exams and evaluated students' work.
- Using the institution's learning management platform (Canvas) to post syllabus, assignments and other material and to communicate with students.
- Course Taught- Climate Change Mitigation, Adaptation, and Resilience

### Rachel Carson Visiting Scholar

Chatham University - March 2025

### Lecturer of Sustainable Business

University of Colorado- Denver Business School - July 2024-Present

- Designed and taught sustainability class sessions leveraging digital content and multi-media resources in the classroom.
- Facilitated face-to-face or satellite instructions during an eight-week period to 18 students per term
- Created syllabus, lectures, assignments, exams and evaluated students' work.
- Using the institution's learning management platform (Canvas) to post syllabus, assignments and other material and to communicate with students.
- Course Taught- Managing for Sustainability

### Adjunct Faculty

Southern New Hampshire University - January 2024-Present

- Teach general education sustainability courses via Blackboard
- Set up and maintain virtual classroom, initiate and manage discussion threads, grade assignments
- Respond to all students for each assignment and feedback offered within 24 hours
- Course taught- Global Perspectives in Sustainability

### Adjunct Faculty, Zarb School of Business

Hofstra University, Long Island, NY - 2023-Present

- Designed and taught sustainability class sessions leveraging digital content and multi-media resources in the classroom.
  - Facilitated face-to-face or satellite instructions during a seven-week period to 18 students per term as part of MBA program
  - Fostered a positive learning environment by developing curriculum and instructional support that targeted and engaged all students in their academic experience.
  - Created syllabus, lectures, assignments, exams and evaluated students' work.
  - Collaborated with other faculty to design and facilitate a one-day residency at the end of the course module which included guest speakers and student project report-outs
  - Course taught-Innovations in Sustainable Business
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### RESEARCH IN PROGRESS

Health professionals may play an important role in the transformation process towards a healthy, sustainable, and climate-sensitive society. However, little is known about their climate-specific health literacy. This study aimed to assess knowledge regarding climate change and its impacts on health and climate-specific health literacy in students in medical education programs.

Case Western Reserve University Climate and Health Education Collaborative

Started August 2024

Role: Climate Change Expert- still evolving

To assess gender disparities in mental health outcomes related to climate change, highlighting the unique vulnerabilities of women in comparison to men.

Started January 2025

Role- Co-PI

This empirical study examines sustainability leadership in US-based global companies across fifteen industries. The focus is gender diversity, using metrics compiled from corporate social responsibility (CSR) reports, 10-K documents, company websites, and the Global Reporting Initiative (GRI). Results, implications, and recommendations are discussed.

Started December 2024

Role- Co-PI

Investigate ways that social justice and sustainability can be integrated into university EMBA curricula.

Started May 2024

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### RESEARCH POSITION HELD

#### Graduate Research Assistant

University of Wisconsin-Stevens Point-2023-January 2024

- Partnered with PI to conduct both quantitative and qualitative research to explore university retention
  - Assisted in creating surveys and conducting interviews to explore university retention efforts.
  - Drafted study briefs and presentations
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## PROFESSIONAL EXPERIENCE

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### **Assistant Director of Energy Management & Sustainability**

Case Western Reserve University     December 2023 -Present

- Responsible for energy management and conservation
- Responsible for the utility budgeting, keeping senior leadership and energy stakeholders informed
- Primary responsibility to manage the \$25 million utility budget.
- Serve as the University's main energy efficiency and utility advisor
- Lead the creation and execution of a comprehensive energy conservation strategy

### **Corporate Sustainability- Business Strategic ESG Principal**

FedEx Corporation     July 2022-December 2023

- Lead the enterprise-wide feasibility study to set a Science Based Target
- Lead the enterprise-wide GHG inventory for Scopes 1, 2, and 3
- Lead the enterprise-wide mapping of the current state of GHG emissions and climate disclosure
- Lead the development of a gap assessment against proposed climate regulations & future state process and data flows for climate disclosures
- Lead the creation of a roadmap for implementation of new SEC and CSRD regulations related to climate disclosures including the design and execution of controls over obtaining, validating and reporting climate data that is shared externally
- Lead the development of the sustainability education strategy for the organization and developed new sustainability education programs

### **Corporate Sustainability- Business Strategic Advisor**

FedEx Corporation July 2021-July 2022

- Managed the development of annual sustainability report in accordance with the Global Reporting Initiative (GRI), Sustainability Accounting and Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD). Established timeline and process for developing the report in timely fashion and enhancing the report each year to drive toward industry-leading sustainability report
  - Coordinated with SMEs and completed submission of responses to reporting frameworks including but not limited to Dow Jones Sustainability Index (DJSI), and CDP (Carbon Disclosure Project - Climate and Supply Chain)
  - Reviewed and interpreted reports by ESG raters and rankers; partner with firms/agencies, such as MSCI, ISS, Vigeo Eiris, to update and ensure accuracy of data reported and provide feedback to address gaps.
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## PROFESSIONAL EXPERIENCE

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### **Sustainability & Performance Excellence Manager**

Greater Cleveland Regional Transit Agency 2018-2021

- Developed 5-year sustainability strategy for the organization which included governance, stakeholder engagement, environmental impacts, employee diversity, equity & inclusion, and employee volunteerism
- Identified and embedded 2020 key social impact areas into annual organizational operational plan
- Created two Sustainability education series for Executive Management team and for employees
- Developed quarterly employee volunteer opportunities
- Created the organization's 1st Employee Resource Group (Women) and mentoring program
- Developed brown bag lunch series for our Leadership Development Program which included topics such as unconscious bias, conflict handling, personal brand, networking, influence & persuade, effective communication

### **Global Director of Sustainability-LPM**

Avery Dennison 2017-2018

- Developed the 2018 sustainability strategy for the LPM Division
- Presented 2017 sustainability performance at annual Leadership Business Review Meeting
- Developed key processes in Procurement such as global sourcing policy, fiber validation, and sustainability quarterly business review
- Developed and executed sustainability immersion events for c-suite leadership and their teams
- Developed and executed worldwide employee engagement month with included employee volunteerism activities and community engagement projects
- Created Sustainability Globe. An internal monthly meeting to document and track regional "best practices" programs in waste, energy, supply chain accountability, communication, and stakeholder engagement
- Created 2018 sustainability communication strategy
- Executed the reorganization of the Sustainability organization from a global approach to a Regional approach

### **North America Sustainability Manager-LPM**

Avery Dennison 2016-2018

- Developed the strategic direction for the North American sustainability program
  - Provided the leadership and prioritization of sustainability initiatives working cross-functionally with R&D, Procurement, Communications, Sales, Operations and Marketing.
  - Collected regional sustainability information (KPI and stories) and collaborated with corporate communications to develop the sustainability report
  - Developed a Sustainability Scorecard which included the formation of key performance indicators to track progress against global sustainability goals. Presented this at Regional Town Hall Meetings
  - Developed an education program on sustainability. This included delivering training to various employee and management groups across functions on big-picture environmental awareness, environmental development guidelines, customer and vendor environmental scorecards, environmental metrics and sustainability initiatives
  - Developed the Sustainable product portfolio and life-cycle analysis of top 100 products in the region
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## PROFESSIONAL AFFILIATIONS

- **US Green Building Council**
- **International Society of Sustainability Professionals**
- **Society for Human Resource Management**
- **Institute for Sustainable Infrastructure**

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## PROFESSIONAL SERVICE

- **Undergraduate Research Summer Judge**  
Case Western Reserve University, January 2025
  - **AASHE Sustainability Fellows Award Judge**  
Association for the Advancement of Sustainability in Higher Education January 2025
  - **Morgenthaler-Pavey Startup Competition Judge**  
Case Western Reserve University, January 2025
  - **Emerging Leaders Program Mentor**  
Case Western Reserve University, August 2024-current
  - **Volunteer Editor for AIM2Flourish**  
Case Western Reserve University, January 2024-current
  - **Polymer Initiative of Northeast Ohio Sustainability Judge**  
Case Western Reserve University, Spring 2024
  - **GreenFin Conference Volunteer**  
Green Biz, Boston, June 2023
  - **MBA Capstone Class Mentor**  
The University of Buffalo, Spring 2023
  - **Climate Innovation Challenge Judge**  
Spring 2023
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## CERTIFICATIONS & PROFESSIONAL TRAINING

- **Climate Change and Health Certificate**
  - Yale University- School of Public Health- April 2025
- **Advancing the SDGs Through Education, Training and Regional Collaboration**
  - AASHE, 2023
- **Fundamentals of Sustainability Accounting**
  - FSA Level 1, SASB, 2023
- **Inclusive Excellence Certification**
  - University of Wisconsin-Stevens Point, 2022
- **FBI Citizen's Academy,**
  - Cleveland Field Office, 2022