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Heather E. McKinney graduated from Duquesne University in Pittsburgh, Pennsylvania with a Bachelor of Science in Business Administration degree concentrating in Marketing and International Business, including six-months of study at Macquarie University in Sydney, Australia. After years of corporate experience in Pittsburgh, she returned to Duquesne for a Masters of Science degree in Instructional Technology. Currently, she is a doctoral candidate in the Department of Learning & Performance Systems at The Pennsylvania State University in State College, Pennsylvania. Her major focus is on Instructional Systems, with a dual-minor in Workforce Education & Development and Educational Psychology. She selected this curriculum, enhancing a systemic and holistic perspective, to strategically analyze, design, develop, implement and evaluate organization development and human performance improvement initiatives and interventions at executive, professional and personal levels.

For the past six years, Ms. McKinney has worked as a Professional Associate for Penn State Management Development. This experience strengthened her proficiencies in organizational health and effectiveness, leadership and empowerment, motivation, innovation and change management, climate analysis, cultural development, succession planning, workforce and economic development, organizational behavior, grants, research and development, training, quality and performance improvement, corporate education, professional development, grants, project management, and human resource management. Currently, she is Senior Manager of Organization Development at Smith Transport, Inc. and maintains affiliations with The Pennsylvania State University, University Park Campus in State College as a Professional Associate in Management Development and Research Associate with the Materials Research Laboratory.