

Bio

Donna M. Buchanan, Ed.D.
President, Crucial Shift Consulting



Donna Buchanan has a reputation for supporting people, systems and resources to achieve mission-driven goals in ways that build--not destroy-- a culture of trust, community and effectiveness.

She has over 20 years of experience helping leaders across industries navigate change to systematically plan and implement complex projects through change management, strategic planning and project implementation, process reengineering, organizational restructuring, professional development, succession planning, student /client service plans, equity and inclusion interventions, stakeholder engagement/communication protocols and conflict mediation.

Dr. Buchanan has worked at a major research institution as an internal professional development consultant for university staff and as project manager for an unprecedented university-wide compliance program launch. She led transition management for a major facilities process-reengineering project that won an industry award and she has been recognized for preserving organizational continuity through leadership transition. Her planning and implementation practices were deemed as “excellent” in a top-tier consulting firm audit.

Dr. Buchanan has taught strategic planning, diversity, leadership and other professional development topics to educators and social service professionals across the country and around the world. She has served as keynote speaker and has presented on change management, leadership development and diversity at a variety of conferences and webinars. She co-presented preliminary research findings on underserved populations in STEM at the International Conference on Engineering Education at Coimbra University, Portugal.

She has published articles on higher ed change management and diversity in Wiley's *Department Chair* publication. Dr. Buchanan has consulted for organizations such as Washington Center for Improving Undergraduate Education, San Mateo Community College District, and Western University of Health Sciences. She has worked for companies such as University of Southern California, Pacific Oaks College, Tacoma Community College, Procter & Gamble, and KCPQ-13 Television. She has a long history of community service including founding board member of LA Leadership Academy, founding board member of Pacific Oaks College's M.A. Marriage and Family Therapy Program: Specialization in African American Family Studies and founding director of Daughters of Triumph-Sisters of Vision Leadership Program.

Dr. Buchanan earned a BA in Sociology from Loyola Marymount University, MA in Cross Cultural Human Development and Teaching Adults from Pacific Oaks College, and a Doctorate in Higher Education Administration from the University of Southern California. She holds certifications in professional development, change management, diversity and conflict mediation.

