

# CANDACE ALFRED WEBER, PH.D.

Email: cweber@loyno.edu

## PROFESSIONAL PROFILE

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- Accomplished career demonstrating consistent success as a functional leader in both the private and public sector; effective educator in higher education.
- Highly motivated servant-leader and skilled communicator with excellent planning and organizational strengths as well as the ability to lead, reach consensus, establish goals, and attain results.
- Extensive background in cross-functional leadership, fiscal management, business development, operations strategy, and customer relationship management

## EDUCATION

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- **Ph.D., Public Policy**, Nelson Mandela College of Government and Social Science at Southern University and A&M College, Baton Rouge, LA, 2023  
DISSERTATION: *An Examination of Early Care and Education Policies, Impacts, Accessibility, and Academic Outcomes in Louisiana: Policy Implications*
- **M. Ed., Educational Leadership**, The Broad Center at Yale School of Management, Hartford, CT, 2021  
CAPSTONE: *The Price We All Pay, Examining the Intersection of Poverty, Policy, and Access to Quality Early Childhood Education*
- **M.B.A., Leadership and Organizational Change**, Graziadio School of Business at Pepperdine University, Malibu, CA 2009
- **B.S., Business Administration – Sales & Marketing**, Xavier University of Louisiana, New Orleans, LA 2003

## HONORS AND AWARDS

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- Honoree, Top 50 Women Leaders in Louisiana, Women We Admire, 2025
- Honoree, Women of the Year, CityBusiness Magazine, 2024
- Recipient, Social Justice Scholar, Congressional Black Caucus Foundation – National Racial Equity Initiative, 2023
- Graduate, Council for a Better Louisiana's Leadership Louisiana, 2023
- Graduate, Tulane Institute of Infant & Early Childhood Mental Health's Early Childhood Policy Leadership Institute, 2023
- Honoree, Xavier University of Louisiana Top Forty-under-Forty Awards, 2015

## ACADEMIC /TEACHING EXPERIENCE

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**Adjunct Professor**, College of Business, Loyola University, New Orleans, LA 2024 – present

- Courses taught: Strategic Communications, 15 graduate students (MBA program), Organizational Leadership, 40 graduate students (Global MBA program), Intro to Marketing as an asynchronous course to 36 undergraduate students

**Adjunct Professor**, Division of Business, Xavier University of Louisiana, New Orleans, LA 2022 – 2023

- Course taught: Principles of Management as a synchronous course to 30 undergraduate students

**Visiting Professor**, Division of Business, Xavier University of Louisiana, New Orleans, LA 2021-2022

- Courses taught: Principles of Management, Principles of Marketing, Intro to Business, and Organizational Behavior to an average of 20 students per class

## PROFESSIONAL EXPERIENCE (PUBLIC SECTOR)

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### **Chief of Partnerships, Louisiana Policy Institute for Children, Baton Rouge, LA 2021 to Present**

- Responsible for leading the development, management, and delivery of strategic partnerships to bolster coalitions of early care and education advocates in Louisiana

### **Division Director of Education Finance, Office of Operations, Louisiana Department of Education, Baton Rouge, LA, 2020 - 2021**

- Responsible for managing the department's \$5B budget
- Fiscal advisor to senior leadership across all divisions
- Management of the department's annual budget submission to the Office of Planning and Budgeting
- Management of the department's Federal allocations to the State's 191 Local Education Agencies
- Supervisor to 11 direct reports

### **Director of Operations Strategy, Office of Early Childhood, Louisiana Department of Education, Baton Rouge, LA, 2019-2020**

- Advisor to senior leadership on early childhood federal spending strategy for the State's Child Care Assistance Program (CCAP)
- Led the market research for increasing the State's subsidized rates for CCAP children
- Led the data analysis and research for adjusting the State's eligibility requirements and allowing more families in need to qualify for CCAP
- Managed \$136M Federal budget for Louisiana's Child Care Development Fund

## EARLY CAREER (PRIVATE SECTOR)

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- **Lead Product Marketing Manager, Mobile Security, AT&T, Dallas, TX, 2017 – 2019**
- **Senior Product Marketing Manager, Wi-Fi Solutions, AT&T, Dallas, TX 2015 – 2017**
- **Senior Communications Manager, Home Solutions, AT&T, Dallas, TX 2012 – 2015**
- **Management, Leadership Development Program, AT&T, Dallas, TX 2009 – 2012**
- **Account Sales Representative, Construction & Home Improvement Markets, 3M, Los Angeles, CA, 2004 – 2007**
- **Market Research Analyst, Customer Care Call Center, 3M, St. Paul, MN, 2003 – 2004**

## PRESENTATIONS

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- National Center for Family Learning Webinar Series, *Unlocking Potential: The Role of SECEJ in Expanding Early Learning Opportunities*, 2025
- Child Care Aware of America Symposium, *Empowering Louisiana Communities: A Strategic Approach to Local Funding for Early Care and Education*, 2025
- T.E.A.C.H. Early Education Workforce Convening, *Innovative Local and State ECE Workforce Strategies: Lessons from Louisiana*, 2025
- Louisiana Policy Institute for Children Fall Symposium, *Local Funding Toolkit for Strengthening Early Care and Education in Louisiana*, 2024
- 11th Annual Black Women's Roundtable Report, *Growing Minds, Shaping Futures: The Power of Child Care for Black Families in Louisiana*, 2024
- USDA National Rural Child Care Forum, *Rural Child Care State Successes*, 2024
- National Early Childhood Education Workforce Convening, *Innovative Local and State ECE Workforce Strategies: Lessons from Louisiana*, 2024
- Bossier Chamber of Commerce, Community Development Institute Cohort, *ECE in Louisiana*, 2024

- National ALICE Conference- *A United Voice for Early Care and Education in Louisiana*, 2024
- Jefferson Chamber of Commerce Leadership Cohort, *Early Care and Education in Louisiana*, 2024
- Louisiana Policy Institute for Children Press Conference, *Local Funding Toolkit*, 2023
- South Central Region of Jack and Jill of America, Inc., *Children's Cluster and Teen Day at the Capitol, Advocacy 101 Training*, 2023
- Conference of Minority Public Administrators – July Webinar, *Early Care and Education Policies In Louisiana: Impacts, Accessibility And Academic Outcomes*, 2023
- Southern Education Foundation Conference- *Early Care and Education Policies In Louisiana: Impacts, Accessibility And Academic Outcomes*, 2023
- American Society of Public Administrators – Louisiana Conference, *Early Education Policy Through the Years*, 2022
- St. Landry Parish Early Learning Network, *Leaders Luncheon Serving Up Knowledge*, Keynote Speaker, 2022
- Louisiana Policy Institute for Children Press Conference, *Economic Impact Business Calculator*, 2022
- New Orleans Collaborative on Early Childhood Research, *ECE Workforce Panel*, 2022
- Early Care and Childhood Education Commission Workforce Task Force, *Tiger Team Wage Scale Recommendation*, 2022
- Smart Start Conference, *The Power of Collective Action*, 2022
- Association for Chamber of Commerce Executives, *Business Perspectives of Investing in Louisiana's Youngest Learners Webinar*, 2021

## COMMITTEES & BOARDS

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- Arts Council of Baton Rouge Board Member, 2025 - present
- Louisiana Arts & Science Museum Advisory Council, 2025 - present
- Louisiana Department of Education: Early Childhood Workforce Stabilization Study Group, 2024
- Louisiana Children's Cabinet Advisory Board, Early Learning, Literacy, & K-12 Education Sub-committee, 2023-present
- New Orleans Parent Leadership Collaborative Member, 2022 – 2024
- St. Tammany Early Childhood Ready Start Network Advisory Board Member, St. Tammany Parish Public Schools, 2022 - present
- Jefferson Chamber Education Workforce Committee, Jefferson Chamber of Commerce, 2021 – present
- Haskins Academy Board Member, 2019 – present
- Frisco Education Foundation Advisory Board Member, 2019
- Business Advisory Council Member, Xavier University of Louisiana, 2009 - present
- Women At Risk Board Member, Junior League of Los Angeles Board Fellows Program, 2009

## PROFESSIONAL DEVELOPMENT

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### Certifications

- Certification in Education Finance, Edunomics Lab at Georgetown University, issued 2021
- Six Sigma Green Belt, 3M – issued 2003

### Conferences

- Alliance for Early Success CONNECT, 2022, 2023
- T.E.A.C.H. Early Education Workforce Convening, 2022
- Urban League of Louisiana, 2023
- Power UP Women's Conference, New Orleans Chamber, 2022, 2023
- Invest in Louisiana, Louisiana Budget Project, 2023

### Workshops

- Louisiana's Early Childhood Legislative Forum, National Conference of State Legislators, Moderator, 2023
- New Orleans Parent Leadership Collaborative – Anti- Bias Training, 2023

## **COMMUNITY SERVICE**

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- The Links, Incorporated, 2023 - present
- Jack and Jill of America, Inc., 2016 - present
- Junior League of Baton Rouge, 2020 - present
- Alpha Kappa Alpha Sorority, Inc., 2000 - present
- Susan G. Komen Race for the Cure – Los Angeles, CA , 2007 – 2008