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CEO | Human Capital | Workforce Innovation & Strategy | Governance | Succession Planning



Dr. Richards is a growth-oriented executive recognized for **building partnerships, elevating brands, launching new ventures, and aligning talent strategy to business outcomes** across complex, multi-stakeholder environments. She currently serves as President & CEO of Catapult Employers Association serving 2,000+ employers with HR advisory, employment law guidance, recruiting, compensation services, training, and outsourced solutions.

For more than three decades, Dr. Richards worked in higher education, **leading colleges and universities in executive roles such as campus president and as CEO/founding regional dean** where she launched and grew a new campus from startup to a sustained operation, expanded to a second location, and introduced corporate talent solutions focused on workforce reskilling and upskilling.

Dr. Richards brings deep expertise in **human capital strategy, succession planning, leadership development, workforce pipelines, brand elevation, stakeholder engagement, and governance**. Her board experience spans more than 15 nonprofit and association boards, most of which include chair or other leadership roles such as marketing, strategy, communications, and fundraising. Her public service includes a five-year appointment by Governor Cooper to the NC Works Commission and her service on a privately held corporation included chairing the search for a new CEO. Current board service includes leadership role with the Employers Associations of America and leadership on the regional board of the American Cancer Society.

A sought-after speaker and media contributor, she has served as a television host, keynote speaker, panelist and moderator on numerous future-of-work and leadership topics. She is particularly well-suited to boards seeking leadership in **talent strategy, culture, executive development, and governance** in complex regulatory and labor environments.

