

ABOUT PAULA E. WATERS



After more than 30 years in the human resources management profession, Paula E. Waters retired in 2022 as Director Human Resources Management from Graduate School USA, a leading provider of professional development and training courses for the federal government and the private sector (a subsidiary of American Public Education, Inc.). During her career, Paula provided strategic leadership to senior management to build and manage the human resources function in nonprofit organizations and several Fortune 500 companies such as Merck & Co. (formerly Schering-Plough), Johnson & Johnson, Hershey Foods and Xerox.

She is an advocate of education and worked with student interns throughout her career. She was an adjunct professor for Central Pennsylvania College (formerly Central Penn Business School) in Summerdale, Pennsylvania and for Middlesex Community College in Iselin, New Jersey where she taught Recruitment & Selection and Human Resources Management. She also taught a class for the SPHR/PHR Certification at Mercer County Community College in Trenton, New Jersey.

Based on various employment reports, America faces a profound shortage of skilled and educated workers over the next decade. Paula strongly believes this downward trend is reversible, and the quest for higher education and skilled training can work to promote equity, if the appropriate incentives are structured to achieve that end.

As her way to give back to the community and her contributions to the “No Child Left behind Act”, Paula established the Paula Waters E. Waters-Diamond in the Rough Scholarship Program. This program is for the student with a 2.0 to 2.9 GPA because there are so many programs for gifted students or for females, yet little is done for African American male students.

Not only did Paula want to make a difference in the Prince George’s community, but she also wanted to help students from her alumnae - Westinghouse House High School in Pittsburgh, Pennsylvania. Westinghouse High School is one of the selected schools where students are eligible to apply for the Paula E. Waters-Diamond in the Rough Scholarship Program. In addition, the scholarship program is for African American males who are high school seniors at any public or charter schools in Montgomery or Prince George’s Counties, the District of Columbia, Arlington or Fairfax Counties and the cities of Alexandria and Falls Church, Virginia. By sponsoring and raising funds for this program to provide financial assistance, it helps to empower “diamond in the rough” African American male youth who have potential and desire to further their education who would not be sought out by a college, university or vocational-technical school.

Paula holds an undergraduate degree in Psychology from the University of Pittsburgh, with a graduate degree from Villanova University in Human Resources Development, and a Training and Development certificate from Seton Hall University, and completed the Rutgers Mini-MBA: Business Essentials program certificate program. She resides in Bowie, Maryland.