

5th Annual

BLACK & DIVERSE BUSINESS FORUM



DR. NICOLE RAYFIELD

CEO & FOUNDER

POLISH ME UNBOTHERED

Dr. Nicole Rayfield is an accomplished educator, researcher, and social-impact entrepreneur whose work sits at the intersection of leadership, equity, and innovation. With a PhD in Organizational Leadership, she has built a career centered on helping institutions and individuals recognize, value, and sustain the often-invisible labor that drives meaningful progress.

As a higher-education leader, Dr. Rayfield has served in senior academic and administrative roles, including Interim Dean of Business and Technology, where she has led initiatives focused on workforce development, curriculum innovation, faculty support, and student success. Her scholarship explores leadership, organizational citizenship behaviors, and the lived experiences of underrepresented professionals, grounding her leadership approach in both data and lived reality.

Beyond the academy, Dr. Rayfield is the founder and CEO of Echelon Beauty, LLC dba Polish Me Unbothered, a mission-driven nail-care brand created for Black, Brown, and otherwise marginalized women navigating workplace stress, microaggressions, and burnout. What began as a creative outlet has grown into a regionally recognized brand that merges beauty with advocacy, wellness, and storytelling—earning pitch competition wins, media recognition, and a growing community of supporters.

Whether in the classroom, the boardroom, or the marketplace, Dr. Rayfield is committed to building systems that are humane, inclusive, and empowering. Her work reflects a core belief: excellence is not just achieved—it is cultivated, protected, and shared.