

**JOAN F. BRETT**  
Arizona State University  
PO 874906  
Tempe, Arizona 85287-4906  
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## EDUCATION

Ph.D.	New York University Industrial/Organizational Psychology	1992
B.A./B.S.	The Ohio State University Psychology and Social Studies Education	1977

## ADMINISTRATION

Director Faculty Development	2018-present
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Responsible for coordinating ASU wide faculty development on teaching initiatives, including the ASU Teaching Commons, enrollment in ACUE teaching development courses and administration of the Faculty Grants for Teaching Excellence and Student Success. Works with the Vice Provost for Academic Personnel on ASU faculty nominations for highly prestigious awards.

Associate Dean Graduate Programs W.P. Carey School of Business	2015-2017
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Responsible for all MBA and 10 Master's programs in the W.P. Carey School of Business. Formulated and implemented strategy to achieve the two primary goals to increase reputation and net revenue generated by each program on a yearly basis. Served as the primary communicator of knowledge surrounding graduate programs to internal partners including the Dean and acted as a thought-leader in guiding graduate education into the future.

Associate Vice Provost Graduate College Arizona State University Tempe, AZ	2007 - 2012
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Responsible for academic program development, University Graduate Council and related council business; satisfactory progress/student dismissal; professional development programs; Graduate Faculty coordination/development; academic

integrity/responsible conduct of research initiatives and strategic data management. Worked on special projects for the Office of the Executive Vice President and Provost.

#### Academic Program Development:

Coordinate staff responsible for development of new degree programs, changes to existing degrees and organizational restructuring of degrees.

#### Professional Development:

- Coordinate staff responsible for teaching assistant orientation, international graduate student orientation, Preparing Future Faculty series and other professional developments activities.
- Launched an Academic Integrity campaign, workshops and website “Be in the Know” to educate graduate students about integrity issues as students, teaching assistants and scholars.
- Revamped Professional Development website to include all university workshops organized by graduate student needs; Created research speaker series with four research oriented workshops and 12 faculty speakers. Offered 28 workshops attended by over 400 graduate students.
- Created pod cast series for the ASU web and iTunes U. Topics included: How to publish while in graduate school, what journal editors want you to know about publishing, how to turn your dissertation into a book, Habits of successful scholars and researchers, and Ethics of Authorship.
- Coordinated discipline specific graduate student writing studios (six part series) and piloted tested in seven graduate programs. Created podcasts series on “Perspectives on Good Writing”.

#### Development for Graduate Chairs and Directors:

Conducted workshops for chairs, directors, and support staff to improve graduate recruiting (over 75 people attended the summer workshops). Conducted workshops for graduate chairs and directors on using data to improve graduate student selection and retention, and coordinated workshop for new chairs and directors.

#### Academic Integrity and Responsible Conduct of Research Initiatives

Conducted brown bag seminars on academic integrity issues for graduate students. Investigated and coordinated the process for degree revocation for plagiarized dissertations (on granted degrees). Worked with campus groups to improve the climate for academic integrity (e.g. Faculty Senate, Provost web page committee, IRB Social Science Review board member, and Macro-ethics Advisory Board)

#### Strategic Data Management

Developed dashboards and metrics to evaluate PhD and master degree program enrollment, degree completion and quality. Worked with a Graduate College team to develop an online dashboard on graduate student progress linked to students’

electronic program of studies. This report allows academic units to run reports on student progress by various degree requirements.

Special Assignment to the  
Office of the Executive Vice President and Provost.

2009-2012

Worked with the Vice President for Academic Personnel and the Provost to launch the Office for Developing Transformational Leaders. Developed and coordinated initiatives to build a robust set of opportunities to enhance and diversify the leadership at ASU. These included Department chair development, new chair development, the Provosts' Leadership Fellows Series, the Leadership Initiative for Faculty Leaders, the Women's Collaborative Partnership and NSF Advance grant proposal.

Associate Vice Provost  
for Graduate Studies and Academic Programs  
Arizona State University at the West Campus  
Phoenix, Arizona

2004 - 2007

Reported to the Vice Provost for Academic Affairs and served as a liaison between the Office of the Provost and the colleges in matters pertaining to programs and instruction, including academic program development, academic program review, and graduate recruitment and retention.

Worked with the Deans and faculty of the four colleges on the development of 12 new degrees, approval of a research center and five proposed research centers. Worked with Deans to establish a 5 year plan for new graduate degrees and programs.

Developed recruiting workshops for graduate directors, coordinated campus level graduate recruitment efforts, launched annual graduate recruiting open house, and worked with colleges to increase graduate enrollment by 14% from 2005.

Coordinated accreditation report process (2005-2007) and development of "Request for Institutional Change Report" to merge ASU west campus accreditation with ASU. Request submitted to North Central Association of Colleges and Schools (Higher Learning Commission) and approved by HLC spring 2006. Developed and enacted campus communication plan regarding accreditation change and status.

For 2004-2005 lead outcomes assessment process, managed undergraduate student issues (i.e. grade appeals, campus standards) and undergraduate curriculum development.

## **ACADEMIC EXPERIENCE**

Associate Professor, Arizona State University

2008 - present

W. P. Carey School of Business  
Tempe, AZ

Associate Professor, Arizona State University West  
School of Global Management and Leadership  
Phoenix, AZ 1999 - 2008

Assistant Professor, Southern Methodist University  
Edwin L. Cox School of Business.  
Dallas, TX 1992 -1999

Visiting Assistant Professor, Tulane University  
A. B. Freeman School of Business  
New Orleans, LA Spring 1998

Lecturer, Southern Methodist University  
Edwin L. Cox School of Business.  
Dallas, TX 1990 - 1992

Adjunct Instructor:  
New York University, Stern School of Business. Fall, 1989  
New York University, Psychology Department. Summer, 1989  
Barnard College, Psychology Department. Fall 1988 and 1989

## **WORKING PAPERS**

Luciano, M., Aloia, T. A., & Brett, J.F., Implementing Evidence Based Practices: Adherence to the Evidence vs Local Adaptation. Under review Harvard Business Review Online.

Nahrgang, J.D. Gilmore. B. & Brett, J. F. (in process). CAPS Research Report. Future Procurement Talent: Looking Ahead Ten Years.

Brett, J.F. Upper echelons advice seeking: They seek advice but not from you. Writing stage.

## **PUBLICATIONS**

Brett, J.F. & Luciano, M. Utilizing Culture to Lead Innovation in Health Care Organizations Harvard Business Review Online. Fall 2018.

Brett, J.F., Uhl-Bien, M., Huang, L., & Carsten, M.K. (2016). Goal Orientation and Employee Resistance at Work: Implications for Manager Emotional Exhaustion with the Employee. Journal of Occupational and Organizational Psychology, 89, 611-633.

- Walker, A. G., Atwater, L. E., Dominick, P. G., Smither, J., Brett, J. F., Reilly, R. R. (2010). Personality and Multisource Feedback Improvement: A Longitudinal Investigation. Journal of Behavioral and Applied Management, 11, 175-204. (Awarded outstanding manuscript published in Volume 11).
- Smither, J., Brett, J., & Atwater, L. (2008). What do leaders recall about multi-source feedback? Journal of Leadership and Organizational Studies, 14, 202-218.
- Atwater, L. E., Brett, J. F. & Cherise Charles, A. C. (2007). The Delivery of Workplace Discipline: Lessons Learned. Organizational Dynamics, 36, 392-403.
- Atwater, L. E., Brett, J. F. & Cherise Charles, A. C. (2007). Multi-Source Feedback: Lessons Learned and Implications for Practice. Human Resource Management, 46, 285-307.
- Atwater, L. E. & Brett, J. F. (2006). Feedback format: Does it influence managers' reactions to feedback. Journal of Occupational and Organizational Psychology, 79, 517-532.
- Atwater, L. E. & Brett, J. (2006). 360-degree feedback to managers: Does it result in changes in employee attitudes? Group and Organization Management, 31, 578-600.
- Brett, J. F., Atwater, L. E., & Waldman, D. (2005). Effective delivery of work place discipline: Do women have to be more participatory than men? Group and Organization Management, 30, 487-513.
- Atwater, L. E., & Brett, J. F. (2005). Antecedents and consequences of reactions to developmental 360 degree feedback. Journal of Vocational Behavior, 66, 532-548.
- Atwater, L. E., Brett, J. F., Waldman, D. Carey, J., DiMare, L., & Hayden, M. (2004). Men's and women's perceptions of gender typing of management sub-roles. Sex Roles, 50, 191-199.
- Atwater, L. E., Waldman, D., & Brett, J. F. (2002). Understanding and optimizing multi-source feedback. Human Resource Management, 41, 193- 205.
- Brett, J. F., & Atwater, L. E. (2001). 360-degree Feedback: Accuracy, reactions and perceptions of usefulness. Journal of Applied Psychology, 86, 930-942.
- Brett, J. F., & VandeWalle, D. (1999). Goal orientation and goal content as predictors of performance in a training program. Journal of Applied Psychology, 84, 863-873.
- Brett, J. F., Northcraft, G., & Pinkley, R. (1999). Stairways to Heaven: An Interlocking self-regulation model of negotiation. Academy of Management Review, 24, 435-451
- Brief, A. P., Brett J. F., Futter, D., & Stein, E. (1997). Being economically dependent on one's job: An introduction to the construct and its measurement. Journal of Applied Social Psychology, 27, 1303-1315.

Brett, J. F., Pinkley, R., & Jackofsky, E. (1996). Alternatives to having a BATNA in dyadic negotiation: The influence of goals, self-efficacy, and alternatives on negotiation outcomes. International Journal of Conflict Management, 7, 121-138.

Brief, A. P., Dukerich, J., Brown, P., & Brett, J. F. (1996). What is wrong with the Treadway Commission Report? Experimental analyses of the effects of personal values and codes of corporate conduct on fraudulent financial reporting. Journal of Business Ethics, 15, 183-193.

Brett, J. F., Cron, W. L., & Slocum, J.W. (1995). Economic dependency on work: A moderator of the relationship between organizational commitment and performance. Academy of Management Journal, 38, 261-271.

Jackson, S., Brett, J. F., Sessa, V., Cooper, D., Julin, J., & Peyronnin, K. (1991). Some differences make a difference: Individual dissimilarity and group heterogeneity as correlates of recruitment, promotion and turnover. Journal of Applied Psychology, 76, 664-674.

Heilman, M., Rivero, J. C., & Brett, J. F. (1991). Skirting the competence issue: The effects of sex-based preferential selection on the task choices of women and men. Journal of Applied Psychology, 76, 99-105.

Brett, J. F., Brief, A., Burke, M., George, J., Webster, J. (1990). Negative affectivity and the reporting of stressful life events. Health Psychology, 9, 57-68.

## **BOOK CHAPTERS**

Atwater, L., Brett, J. F., & Waldman, D. (2003). Understanding the benefits and risks of multi-source feedback. In S. Murphy & R. Riggio (Eds.). The Future of Leadership Development, p. 89-106.

## **PRESENTATIONS**

Panel Presentation: A Complexity Lens on Next Generation Leadership Development. International Leadership Association. University of Pretoria, Pretoria South Africa Next Generation Leadership Conference. May 30, 2018.

Workshop: New Leadership Equation for a VUCA Economy. International Leadership Association. University of Pretoria, Pretoria South Africa Next Generation Leadership Conference May 31, 2018.

Brett, J.F., Jaser, Z. Carsten, M. Riggio, R. & Session, H. Leadership, Followership and Partnership Outcomes: New Directions in Defining and Conceptualizing Outcomes. Symposium paper at Academy of Management meeting, Anaheim CA. August 2016.

Brett, J.F., Newton, D., Keim, G., Corley, K. & Honig, B. (2014). The Power of Pilfered Words: Actions Are Stronger than Words in Creating Ethical Research Climates. Symposium paper at Academy of Management meeting Philadelphia, PA. August 2014.

Smither, J., Brett, J., & Atwater, L. What do leaders recall about multi-source feedback? Paper accepted for presentation at the meeting of the Society for Industrial and Organizational Psychology (SIOP), New York, NY. April 2007.

Atwater, L. E., Brett, J. F & Cherise Charles, A. C. Multi-Source Feedback: Lessons Learned and Implications for Practice. Gallup Leadership Institute Summit, Washington D.C. October, 2006.

Walker, A. G., Atwater, L. E. , Dominick, P. G., Smither, J., Brett, J.F. & Reilly, R. R. (2006). The Role of Personality in Multisource Feedback Performance Improvement over Time. Symposium paper at the meeting of the Society for Industrial and Organizational Psychology (SIOP), Dallas, TX. May 2006.

Atwater, L. E., & Brett, J. F. (2005). How you present 360-degree feedback matters: Effects of format on rate reactions and change. Symposium paper at the meeting of the Society for Industrial and Organizational Psychology (SIOP), Los Angeles, CA. April 2005.

Atwater, L. E. & Brett, J. F. (2004). 360-degree feedback: reactions and behavior change. Poster session at the national meeting of American Psychological Association (APA), Honolulu, Hawaii July 2004.

Brett, J. F., Atwater, L. E., & Waldman, D. (2004). Discipline in the workplace: Does gender matter? Poster session at national meeting of American Psychological Association (APA), Honolulu, Hawaii July 2004.

Atwater, L. E., Brett, J. F. & Ryan, J. M. (2004). 360-degree feedback to managers: does it result in changes in employee attitudes? Symposium paper at the meeting of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL. April 2004.

Brett, J. F. & Atwater, L. E. (2004). Understanding the Effectiveness of 360-Degree Feedback Program. Co-chairs symposium at the meeting of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL April 2004.

Atwater, L. E. & Brett, J. F. (2003). Antecedents and consequences of reactions to 360-degree feedback. Interactive poster session at the meeting of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL April 2003.

Atwater, L. E., Brett, J. F., & Waldman, D. (2001). Understanding and optimizing multi-source feedback. Invited presentation at the Kravis Leadership Institute. Claremont, CA.

Brett, J. F., & Van de Walle, D. M. (1998). Goal orientation and goal content as predictors of performance in a training program. Presented at the meeting of the Society for Industrial and Organizational Psychology (SIOP), Dallas, TX, April 1998.

Brett, J. F., Northcraft, G., & Pinkley, R. (1997). Stairways to Heaven: An Interlocking self-regulation model of negotiation. Paper presented at the national meeting of the Academy of Management, Boston, MA. 1997.

Brett, J. F. (1997). The influence of situationally induced goal orientation and goals on performance in a negotiation. Paper presented at the national meeting of the Academy of Management, Boston, MA. 1997.

Brett, J. F., Cron, W. L., & Slocum, J. W. (1992). The economic dependency of work: Testing the moderating effects of financial requirements in the relationship between organization commitment and work attitudes and behavior. Poster session presented at the meeting of Society for Industrial Organizational Psychology, San Francisco, CA., Spring 1992.

Brett, J. F., Brief, A. P., Raskas, D., & Stein, E. (1991). Being economically dependent on one's job: An introduction to the construct and its measurement. Paper presented at the national meeting of the National Academy of Management, Miami, FL., 1991.

Jackson, S., Brett, J. F., Cooper, D., & Sessa, V. (1989). Group composition as a predictor of top team turnover. Paper presented at the national meeting of the Academy of Management, Washington, D.C., 1989.

Jackson, S., Julin, J., Peyronnin, K., Sessa, V., Brett, J. F., & Cooper, D. (1989). Similarity to membership group as a predictor of individual turnover. Poster presentation at American Psychological Society, Alexandria, VA., 1989.

Brett, J. F., Brief, A.P., Burke, M., George, J., & Webster, J. (1988). Negative affectivity and the reporting of stressful life events. Poster presentation at the national meeting of the American Psychological Association, Atlanta, GA., 1988.

#### **EXTERNALLY SPONSORED RESEARCH ACTIVITIES:**

Grant from the Society for Human Resource Management Foundation "The Impact of 360 Degree Feedback on Organizational Outcomes" (with Leanne Atwater) \$43,928

Nahrgang, J.D. Gilmore. B. & Brett, J. F. (in process). CAPS Research Report. Future Procurement Talent: Looking Ahead Ten Years.

#### **INTERNALLY SPONSORED RESEARCH ACTIVITIES:**



W. P. Carey School of Business, 2013 Dean’s Summer Research Grant Program \$20,000

ASU West, Scholarship, Research and Creative Activities (SRCA) Grant Program, 2003. The influence of 360-degree feedback format on leader behavior and organizational outcomes. (with L. Atwater) \$5,978.

ASU West, (SRCA) Grant Program, 2002. “Developing a Multi-source Feedback Instrument for School Leaders” (with L. Atwater) \$4,800.

FGIA grant 2001. “Gender and Discipline in the Workplace” (with L. Atwater, D. Waldman, L. DiMare, M. Hayden & J. Carey) \$19,600

FGIA grant 2000. The influence of goal orientation on self-regulation and performance. \$5,938.

Southern Methodist University Research Council Grant, 1993, 1994.

New York University Fellowship, 1988-1989, 1989-1990.

## **COURSES TAUGHT**

### Undergraduate Courses

ASU 101  
Organizational Behavior/Management  
Human Resource Management  
Staffing and Development  
Teams in Organizations

### PhD Seminars

Organizational Culture & Climate  
Research Ethics

### Fulltime and evening MBA

Organizational Behavior/Management  
Human Resource Management  
Teams in Organizations

### Executive MBA

Organizational Behavior/Management  
International Executive MBA  
Organizational Behavior/Management  
Leadership

Masters in Management and Online MBA  
Organizational Behavior/Management

## **PROFESSIONAL SERVICE**

Editorial Board – Journal of Management	2008 - present
Editorial Board - Group and Organization Management	2003 - 2017
Editorial Board - Journal of Leadership & Organizational Studies	2005 - 2010
Editorial Board - International Journal of Conflict Management	1996 - 2000

Ad Hoc Reviewer for:  
Academy of Management Journal  
Academy of Management Review

Journal of Applied Psychology  
Journal of Occupational and Organizational Psychology  
Leadership Quarterly- Special Issue  
Organizational Behavior Human Decision Processes  
Personality and Individual Differences

Reviewer for Academy of Management and Society for Industrial Organizational Psychology annual meetings.  
Recipient of a 2010 Outstanding Reviewer Award from the Organizational Behavior Division, Academy of Management

Executive Committee, Representative at large 2006 - 2008. Organizational Behavior Division, Academy of Management  
Organized the 2007 OB doctoral consortium at the 2007 AOM meetings (54 students attended with 16 faculty participants)  
Professional Development Workshop coordinator for OB Division for the 2008 AOM Conference

Academy of Management Committees:  
Human Resource Division, Webmaster Selection Committee, 2000.  
Human Resource Division, Committee member, Best paper award

Senior faculty fellow at Junior Faculty Consortium at the national meeting of the Academy of Management, Honolulu, Hawaii, 2005. Provided mentoring to junior faculty on their research. Conducted presentation on "Having an Impact as a Teacher and Mentor".

Southern Management Association meeting, San Antonio TX, 2004. Invited to conduct workshop on teaching executive MBA's and executive non-degree programs.

Arizona Society for Human Resource Management. Statewide meeting, September 2008. Organized two executive track sessions featuring ASU research:  
"The good, the bad, and the Neuroscience: What new research tells us about leadership?"  
"Learning from each other: How academic research can inform HR practices and how HR Executives can inform Academic Research." (Presented my research "Multi-Source Feedback: Lessons Learned and Implications for Practice in this second session.")

Professional Memberships:  
Academy of Management, Member  
Society for Industrial and Organizational Psychology, Member

## **UNIVERSITY SERVICE**

Arizona State University

ASU Women's Weekend Closing Speaker November 2018  
Co- Action Learning Labs (UTO) Member 2018-2019

Facilitator, People and Mindset Session ASU strategic partner (NDA). October 2018  
 Digital Fluency Work stream with UTO Innovation Collaboratory 2018  
 Transdisciplinary Graduate Course/Program Committee (HIDA) 2017- 2018  
 ASU Foundation Executive Education on Giving and Receiving Feedback Feb 2018  
 ASU Foundation Executive Education on Adaptive Change and Leadership April 2018  
 ASU Leadership Academy, Speaker, Creating a Culture of Excellence, May 2016  
 Search committee for Dean of Graduate Education 2015  
 President's Weekend, November, 2014 – Panelist  
 ASU Brand Marketing project, 2104 – Interview participant  
 Executive Committee Faculty Women's Association 2008-2012  
 Met with HLC accreditation team (on academic integrity issues) March 2013  
 ASU HLC Accreditation Review Spring 2012 - Drafted content  
 ASU Alumni Association Luncheon Speaker May 2012  
 Responsible Conduct in Research (RCR) Faculty Advisory Group 2009-2011  
 Executive Committee Faculty Women's Association 2008-2012.  
 Search Committee for Director, Center for Teaching and Learning Excellence, 2008  
 Honorary Degree Selection Committee 2007-2009  
 Chair, Search Committee for Associate Dean of College of Teacher Education and  
 Leadership 2006-2007  
 Search Committee for Dean of New College for Interdisciplinary Arts and Sciences 2006-07  
 Chair, Search Committee for Dean of College of Teacher Education and Leadership  
 2004-2006  
 Ad hoc committee on coordination of multi-campus course offerings 2006-2007  
 Search Committee for University Provost 2005-2006  
 Search Committee for Vice Provost west campus 2005-2006  
 Search Committee for Associate Dean of Division of Graduate Studies, 2005-2006  
  
 Academic Integrity Council 2005-2007  
 Provost Advisory Committee (PAC-20) 2004-2006  
 Campus Standards Committee 2004-2005  
 Grade Appeals Committee 2004-2005  
 Presenter ASU Supervisory Academy on Effective Leadership Practices 2005-2006  
 General Education Articulation Task Force, 2004-2005  
 Commission for the Status of Women, 2004-2007  
 ASU West Technology Advisory Committee 2004-2005  
 Speaker, Journey of the Minds, 2004-2005  
  
 Research Advisory Council 2003-2005  
 Research Consulting Center Steering Committee, 2000-2002  
 Presenter, Annual Faculty Research Poster session, 2001, 2004  
 ASU West Promotion and Tenure Committee, 2004  
 ASU West Evolutionary Task Force, 2002-2003  
  
 Chair, Teaching Excellence Committee, 2000-2003  
 Presenter, Teaching and Technology Fair, March, 2003  
 Faculty Committee to award Technology Fellowships, 2001

Speaker, Preparing Future Faculty Program, 2001  
Search Committee for Learning Enhancement Center Director, 2000-2002.  
Task Force on New Programs Initiatives 2000-2001

College and department level:

W.P. Carey School of Business:

Faculty Council 2018-2019  
Member Committee for MMM conference 2018-2019  
FT MBA Executive Connections Advisory Board Spring – fall 2018  
EMBA - Mentored individual EMBA students on survey feedback, spring 2019  
EMBA - Mentored individual EMBA students on survey feedback, spring 2018  
EMBA - Conducted Student Feedback debrief, spring 2018  
EMBA - Designed EMBA student survey, fall 2017  
Media Contact U.S News, 5 Questions to Ask about Networking in Online MBAs, Feb. 3, 2017  
EMBA Alums Elective on Adaptive Change Spring 2016  
Dean's Council Strategy session, fall 2016 – Facilitated session  
Special column contributor to Arizona Republic Sunday Business Section (2015-16).  
Member Committee for MMM conference 2014  
Coordinated reviews of micro papers for MMM conference 2014  
Dean's Council Strategy session (Fall 2014) – Facilitated session  
Dean's Women's Circle (Fall 2014) - Presenter  
Faculty Council (2013, 2014)  
Spirit of Entrepreneurship winners pre-lunch presentation session 2104.  
EMBA Faculty Advisory Board 2014  
Search Committee for Department Chair fall 2013  
Ad Hoc committee on academic integrity issues in online and large classes, spring 2011  
Task Force on undergraduate management courses, fall 2013

School of Global Management:

Facilitator, School of Global Management and Leadership faculty retreat, fall 2004, fall 2005  
Strategic Planning Committee, 2001-2003  
Strategy Search Committee Member 2001-2003  
Master of Ceremonies for Management Convocation, December 2003  
Faculty Retreat coordinator, fall 2001  
Lecturer Search Committee Member 2001  
Programs Committee, 2000-2002  
Faculty Sponsor, Partnership for Community Development Student Internship Program, 2000

Southern Methodist University

Coordinator Sr. Executive Human Resources Roundtable, 1996-1998  
Faculty member, Sr. Executive Human Resources Roundtable, 1993-1996  
MBA Policy Committee, 1993-1998  
Faculty Adviser, MBA Women in Business Association, 1992-1995

Business Leadership Center, Faculty Advisory Committee, 1991-1995

University Commission on Teaching and Learning, 1994-1997.

Presidential Ad Hoc Committee on Gender Equity, Fall 1995

University Ad Hoc Selection Committee for Basketball Coach, 1994

Chair, University Ad Hoc Committee on Teaching Effectiveness, 1993-1994

University Academic Policies Committee, 1993-1994

## **EXTERNAL PRESENTATIONS, EXECUTIVE EDUCATION AND CONSULTING**

Leading Adaptive Organizations Workshop, Discussant. Fort Worth. September 2018.

Mayo Clinic/ASU Physician Leadership Academy 2018 – Faculty Director.

Mayo Clinic/ASU Physician Leadership Academy 2018 – Conducted seminar on Organizational Architecture Spring 2018.

Mayo Clinic/ASU Physician Leadership Academy 2018 Conducted seminars on Adaptive Leadership and Managing Change Fall 2018.

American Express Presentation to 200 leaders on Aligning Leadership, Culture and Strategy. June 2018.

Gordon Institute of Business Science University of Pretoria, Johannesburg South Africa Facilitator “Adaptive Space for Agile Digitisation Workshop” with four South African companies. May 24- 25, 2018.

Gordon Institute of Business Science. Panelists in PhD seminar. University of Pretoria, Pretoria, South Africa. June 1, 2018.

Salt River Project, Conducted seminar on Adaptive Leadership, April 2018.

Northern Trust Women’s History Month Luncheon Speaker: “Looking Back on 40 Years of Women in Corporate America: Progress and Perspectives on Professional and Personal Choices. March 2018.

World of Work Webinar, Thunderbird. Virtual Presentation “Leading a Digital Workforce”, Feb. 6, 2018.

Department of Education, Project Elevate, Conducted session on “Leadership and Change” Jan. 2018.

GMAC Leadership Conference, MBA Roundtable Workshop on Best Practices in Curriculum Review and Design, Keynote speaker “Asking the Big Questions - Why a Curriculum Review?” Jan. 2018.

Cox Women’s Employee Resource Group, SWR WICT and the SWR Diversity Inclusion Council, Presentation, “Leading in Times of Change”, Nov. 2017

Lifelock and Symantec, Presentation on Adaptive Leadership during Organizational Transitions, Sept. 2017.

Chief Learning Officer Forum. Discussion leader. Diversity and inclusion: How to create a culture of inclusion, empathy and openness. Boston, MA. Oct. 2017.

Department of Education, Project Elevate, Presentation on Managing Change, Aug. 2017.

Mayo Clinic/ASU Physician Leadership Academy 2017 – Faculty Director.

Mayo Clinic/ASU Physician Leadership Academy 2017 – Conducted seminars on Organizational Architecture, Adaptive Leadership and Managing Change.

GMAC Leadership Conference Strategic Alignment in Curriculum Innovation, Panelist, Choosing Strategies that Align with Your School's Mission, Values and Market, Jan. 2017.  
Contributor to College Times article on the WPC MBA, March 2017.

MBA Roundtable Symposium Advisory Committee 2016 – Planning for MBA Roundtable conference.

Top 10 Online MBAs Consortium, Member 2016, 2017.

MBA Roundtable Curricula Innovation Symposium, Presentation, Re- Imaging Business Acumen and Leadership, Oct. 2016.

AACSB Conference, Presentation Redesigning the MBA: Program Architecture Change. May 2016.

Mayo Clinic/ASU Physician Leadership Academy 2016 – Faculty Director.

Mayo Clinic/ASU Physician Leadership Academy 2016 – Conducted seminar on Organizational Architecture Spring 2016.

Mayo Clinic/ASU Physician Leadership Academy 2016 Conducted seminars on Adaptive Leadership and Managing Change Fall 2016.

Mayo Clinic/ASU Physician Leadership Academy 2015 – Conducted seminars on Organizational Architecture, Adaptive Leadership and Managing Change.

American Osteopathic Association (National conference) – Seminar on Adaptive Leadership 2014

CCL (Chief Learning Officer's Conference (National conference) Facilitated session 2014.

Avnet Facilitated executive session on culture and strategy alignment. 2014.

SRP, Seminar on change management, June 2014.

*Ready Next Leadership* ASU W. P. Carey Exec. Education open enrollment program, presenter and faculty coordinator 2014.

Adaptive Leadership Session for ASU Exec. Education open enrollment program 2014.

Cavalry Portfolio Services. Monthly leadership development series for Sr. Management. 2014 – 2015.

State Farm Insurance Companies Leaders Leading Leaders Conference – Las Vegas, NV. Conducted session on virtual leadership, 2014, 2015.

State Farm Insurance Companies - (1998-2015) Great Western Zone Office - Tempe, AZ; Texas Zone Office - Austin, TX; North Texas Regional Office - Dallas, TX.

Conducted executive coaching, thought partner with senior leaders, and executive training on leadership topics (e.g. leadership courage, balancing accountability and innovation, performance feedback, and the balanced scorecard, etc.)

State Farm Insurance Companies - Corporate Headquarters, Bloomington, Illinois.

Designed and delivered interactive IDL management training on performance feedback.

Conducted executive training on performance feedback in the Advanced Management Series.

Phoenix Elementary School District - 360-degree feedback (2005-2006)

Scottsdale Elementary School District - 360-degree feedback (2005-2006)

Mayo Clinic - 360-degree feedback (2003)

Tempe School District - 360-degree feedback (2002-2003)

CSK Auto - 360-degree feedback (2002-2003)

World at Work- Management training on conflict resolution (2001)

AG Communications – Management training on conflict resolution (2001)

AACSB Associate Dean Conference, December 2000. Presentation on Leadership.

Mechanical Service Contractors Association – Designed and delivered management training on making human resources judgment calls and conflict resolution. Conducted as part of Southern Methodist University (SMU) Executive Education Programs.

Mechanical Service Contractor Association – Presented on “Hot Topics in Human Resources” for 13<sup>th</sup> Annual Educational Conference, Naples FL.

Managing Team Relationships. Presentation conducted as part of SMU’s finance executive education program, Finance for Non-finance Managers.

## **FULL TIME CORPORATE EXPERIENCE**

Bank One, Columbus, OH. Served in several positions of successive responsibility from 1979-1985: Director of Executive and Management Training and Development, Manager Human Resource Operations and Coordinator Affirmative Action programs.

Nationwide Insurance, Columbus, OH - Research Analyst. (1978-1979).