

Kostas Voutsas

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PROFILE: Dedicated college instructor with 25 years of teaching experience.

Genuine influencer who thrives on tough challenges and translates college visions and strategies into actionable, value-added goals.

Entrepreneurial leader offering a wealth of talent in creative and innovative teaching strategies to engage diverse students fully in the learning process.

Driven to inspire students to achieve personal and academic success.

EDUCATION:

Master of Business Administration in General Business
Eastern Michigan University, Ypsilanti, Michigan (June 2003)

Master of Science in Human Resource Management and Organizational Development
Eastern Michigan University, Ypsilanti, Michigan (June 1998)

Bachelor of Business Administration in Management (December 1995)
Eastern Michigan University, Ypsilanti, Michigan

UNDERGRADUATE COURSES TAUGHT:

Human Resource Management	Management and Leadership	Leading Organizations
Great Organizations and Operations	Business Ethics	Organizational Behavior
Managerial Communication	HR Law	Managing Diverse Teams
Human Resource Development	Staffing and Diversity	Labor Relations
Compensation Management	Business Communication	Entrepreneurship
Leading People in Organizations	International Business	Capstone Course
Negotiations	Cross-Cultural Management	Introduction to Business

GRADUATE COURSES TAUGHT:

Legal Issues in Entrepreneurship, Creativity and Innovation, Human Capital Management, Fundamentals of Organizational Behavior, Influence and Negotiations

TEACHING/PRESENTING AWARDS:

- Received WPC's **Business is Personal - Inclusive Teaching Award**, Arizona State University, 2022
- Made the Dean's List for **Teaching Impact**, WPC, Award Date: 2023
- Received the **Educator of the Year Award**, Bismarck Chamber, 2013
- Received the **Distinguished Teacher of the Year Award**, Dickinson State University, 2007
- Received the **Outstanding Teacher of the Year Award**, Dickinson State University, 2005
- Nominated for the **Innovative Teacher of the Year Award**, 2006, 2008, 2010, 2011
- Nominated for the **Faculty/Student Collaborative Research Award**, 2011, 2008, 2005
- Received the **EES/TRIO Outstanding Faculty Award**, Dickinson State University, 2005
- Received **Best Presenter Award**, Teaching and Learning Conference, Florida, 2005
- Received the **Outstanding Presenter Award**, Eastern Michigan University, 1999-1st place

WORK EXPERIENCE:

August 2021 to present

Assistant Teaching Professor, Arizona State University, W. P. Carey School of Business, Department of Management & Entrepreneurship, Tempe, Arizona

- Taught MGT 400 Cross Cultural Management, WPC 480 Strategic Management, MGT 530 Influence and Negotiations, MGT 411 Leading Organizations, MGT 320 Organizational Behavior, MGT 430 Negotiations, MGT 303 Leading People in Organizations: Understanding Organizational Leadership, MGT 501 Fundamentals of Organizational Behavior
- Redesigned MGT 400 Cross Cultural Management, MGT 530 Influence and Negotiations, MGT 411 Leading Organizations, MGT 430 Negotiations, MGT 320 Organizational Behavior online courses through creating videotaped lecture recordings, PlayPosits, assignments, rubrics, assignments, and discussions

BS in Entrepreneurship Program Coordinator, 2023-2024

- Co-presented with WPC Entrepreneurship Center Director at the First Year Student Welcome event, August 16, 2023 (about 300 students)
- Promoted the Entrepreneurial Thought Leaders' Speakers Series class, fall 2023
- Assisted with entrepreneurship internships, 2023-2024
- Assisted with the assessment of the entrepreneurship program, fall 2023-present
- Marketed the BS in Entrepreneurship to 400 high school students, FBLA Conference, fall 2023, spring 2023
- Outstanding graduate senior award committee member, 2023-2024

Department of Management and Entrepreneurship Service and Student Recruitment

- Delivered a breakout session presentation at Arizona FBLA State Conference and marketed the department's programs, fall 2023, spring 2023
- Represented the department and attended the Turken family luncheon, fall 2023
- Presented and promoted department's programs to ASU Prep high school students, Sep 2022
- Participated in WPC Department of Management Virtual Meet and Greet, spring 2022
- Collaborated with W. P. Carey enrolment management office with the goal to promote the Department of Management and Entrepreneurship programs and recruit students to participate in WPC's Fleischer Scholars program, fall 2021/spring 2022
- Delivered a breakout session presentation at Arizona FBLA State Conference and market the department's programs, spring 2022
- Participated in a booth at FBLA conference and promote the department of management and entrepreneurship programs to 1,800 students, spring 2021, 2022, 2023
- Delivered a workshop at Arizona DECA State Career Development Conference and market the department's programs, spring 2022
- Participated in a booth and market the department's programs at Arizona DECA State Career Development Conference, spring 2022
- Designed and taught three management and leadership classes to Poly high school students and promoted the department of management and entrepreneurship programs, fall 2021
- Conducted mock interviews, reviewed resumes, and promoted the department's programs to juniors, Estrella Foothills high school, fall 2021
- Conducted a resume clinic and promoted the department of management and entrepreneurship programs at BUHSD Learning Center, fall 2021
- Participated in a booth at FBLA fall leadership conference and promoted the department of management and entrepreneurship programs to 1,500 students, fall 2021
- Presented two seminars at FBLA fall leadership conference; promoted departmental programs to 400 students, fall 2021, 2022, 2023

Professional Development Events Sponsored by ASU

ACUE Course: Teaching and Learning Course - Aug23-Oct 23. Creating an Inclusive and Supportive Online Learning Environment-Received a Certificate., ASU, Arizona.

- Received the following badges, Aug-Oct 2023
- Welcoming Students to Online Learning
- Promoting Civil Online Learning Environments
- Ensuring Equitable Access to Online Learning
- Helping Students Persist in Online Learning
- Embracing Diversity in Online Learning
- Checking for Student Understanding in Online Learning
- Providing Useful Feedback for Online Learning

Online Seminars, Sponsored by ASU

- Attended WPC's two teaching and learning workshops, Fall 2023
- Attended ASU's workshop titled Copyright Fair Use for Instructors, Apr 2023
- Attended ASU's workshop titled Academic Integrity Pedagogical Solutions, Mar 2023

Attended ASU's Coalition for Life Transformative Education Conference, Mar 13 and 14, 2023

- Design Your Life – Sixteen years prototyping meaning and purpose in higher education
- Empowering Students to Thrive in a Changing World
- Liberal Education and Everything Everywhere All at Once
- Storytelling: The Human Tool for Meaning, Purpose, and Identity
- More Than A Single Story: UM-Dearborn Speaks
- Lessons Learned from the Harvard Study of Adult Development
- Catalyzing a Universal Culture for Life-Transformative Education
- Life-Transformative Education Across Four Years and Seven Universities
- Purposeful Work
- Gallup's Work on Wellbeing in Higher Education
- CLTE/Gallup Survey Results
- Panel Session on higher education's role on the mental health
- The Road Ahead for the CLTE

ASU Workshops

- Attended ASU's workshop titled Online Best Practices, Mar 2023
- Attended WPC's three teaching and learning workshops, fall 2023, spring 2023
- Attended WP Carey's three teaching and learning workshops, Dec 2022
- Attended WP Carey's three teaching and learning workshops, Oct 2022
- Attended ASU's inclusive community training, fall 2022
- Attended ASU's inclusive instructional design, fall 2022
- Attended preventing harassment and discrimination, fall 2022
- Attended the Micro Meets Macro Conference, Mar 2-4, 2022
- Attended department of management's brown bag discussion, spring 2022
- Attended two WPC ideation breakfast events, spring 2022
- Attended the Human Resource Curse presentation by Daniel Markovitz, spring 2022
- Attended Tips for Conducting Hybrid and In-Person Meetings and Events at ASU, fall 2021
- Attended DeafGain with ASU SAILS, fall 2021
- Attended Storytelling for Business Video, fall 2021
- Attended Learning Data Visualization, fall 2021
- Attended The Five-Step Creative Process via ASU Linked In Learning, fall 2021
- Attended Inclusive Leadership in the Classroom-Live Webinar, fall 2021
- Attended Inclusive Leadership in the Classroom- (sponsored by the Dean's office), fall 2021
- Attended WPC Research on Teaching and Learning Event, summer 2021

Professional Development Conferences

Attended AZ Society for Human Resource Management Annual conference, Aug 2023

- “Say what?” The invisible disability impacting 12% of your workforce
- Becoming Culturally Intelligent
- Prevention & Recovery During Stressful Times
- Equity-Based Leadership: Cultivating a People-First Culture
- Are You Factoring All 4 DE&I Sentiments In Every Effort?
- Hiring People with Differing Abilities
- The 5 Pillars of Emotional Health
- SHED or You’re Dead®: How to Stay Alive, Thrive & Navigate the Future

Attended AZ Society for Human Resource Management Annual conference, Sep 2022

- How to transform bosses into leaders
- The five pillars of emotional health
- Facilitating an inclusive dialogue in your diverse organization
- Moving from basic learning to strategic growth
- How leaders make workplace accountability cool
- Cultivating the new generation of management
- Implicit bias
- Our Indigenous partners at work
- Next steps in the diversity, inclusion and equity journey
- Attended two sessions on creativity and innovation in the classroom using OER Materials, North Dakota University System conference, spring 2021

Barrett Honors College and Other University Service

- Supervised 4 Barrett Honors Enrichment contracts, fall 2023
- Supervised a Barrett Honor Enrichment contract, summer 2023
- Supervised 3 Barrett Honors Enrichment contracts, spring 2023
- Served as a director on Barrett Thesis committees for two students, fall 22-spring 2023
- Served as a committee member on Barrett Thesis committee for a student, spring 2023
- Served as a committee member on Barrett Thesis committee for a student, fall 2022
- Supervised 3 Barrett Honors Enrichment contracts, fall 2022
- Served on Barrett Thesis committee for a student, fall 2022
- Served on Barrett Thesis committee for two students, spring 2022
- Supervised 4 Barrett Honors Enrichment contracts, spring 2022
- Supervised 3 Barrett Honors Enrichment contracts, fall 2021
- Collaborated with ASU's International Student Engagement office and Global Peer Mentor program and conducted a resume clinic for first year ASU international students, fall 2021

Committee Work

- University Senate (Department of Management and Entrepreneurship Senator)
- Outstanding graduate senior departmental committee member

W. P. Carey School of Business Service

- Faculty advisor, Fleisher's Leadership Club, Jan 2023 to present
- Facilitated a strategic planning session with Executive Education, Corporate Partnerships and Lifelong Learning at WPC, June 2023
- Panel presenter - promoted WPC's undergraduate programs, April 2022
- Conducted a resume webinar for ASU's Online Business Student Association, spring 2022
- Conducted a resume clinic for ASU's Online Business Student Association, spring 2022
- Conducted an interview clinic for ASU's Online Business Student Association, spring 2022
- Presented a leadership seminar to W. P. Carey Business School Council Presidents, fall 2021
- Collaborated with ASU's International Student Engagement office and Global Peer Mentor program and conducted a resume clinic for first year ASU international students, fall 2021

Assistant Professor of Business (tenured), Dickinson State University, Bismarck, North Dakota

Coursework (Taught face to face, hybrid, online, online live, HyFlex full-term and 8-week courses)

- Taught Business Communication, Corporate Social Responsibility and Ethics, International Business, Organizational Behavior, Management and Leadership, Human Resource Management, Human Resource Law, Human Resource Development, Staffing and Diversity
- Developed eleven online courses and used Blackboard, Canvas, ECollege, WebCT and Moodle

Entrepreneurship (DSU)

- Taught two graduate courses in Legal Issues in Entrepreneurship and Creativity and Innovation
- Assisted with the development of the Master's in Entrepreneurship degree program, 2018
Designed ENTR 508 Social Entrepreneurship and
BADM 506 Human Capital Management for Entrepreneurs
- Chaired a committee that designed a Master's degree in organizational development, 2019
- Chaperoned business students in entrepreneurship competitions, 2007-2010
- Coached DSU's business plans' teams, where DSU received five recognitions including 1st place in BOSS business plan contest, Marketplace for Entrepreneurs, 2006, 2007, 2008, 2009, 2010
- Chaired a committee that developed a minor and a certificate in Entrepreneurship
- Developed the following courses:
 - ENTR 300- Creativity and Innovation
 - ENTR 310 Leadership and Philosophy of Entrepreneurship in a Global Society
 - ENTR 316- Financial and Legal Issues in Entrepreneurship
 - ENTR 346-Marketing and Management in a Global Economy
 - ENTR 406- Writing a Business Plan
 - ENTR 499-Special Topics: Entrepreneurship Seminar
- Assisted with organizing the Annual Strom Entrepreneurship Conference, 2004-2008
- Assisted with DSU's annual business plan contest, 2005-2010

Human Resources Major and HR Certificate Awards (DSU)

- Chaired a committee that developed a major, a certificate, and a minor in Human Resource Management.
- Developed the following courses: Human Resource Development, Labor Relations, Compensation Management, Staffing, Supervision and Diversity, HR Law
- The HR major won the following nationwide awards by LEAD HR.com:
- Number 1 HR certificate program award by Intelligent.com in 2020
- Number 1 HR major program in 2017
- Number 3 HR certificate program in 2018
- Number 5-HR major program in 2018

Curriculum Alignment with SHRM/Internships/Fieldtrips (DSU)

- Completed the application package for DSU's HR major to align with SHRM
- Chaired a committee on improving the internship programs and curriculum change

Advising/Mentoring/Scheduling (DSU)

- Assisted with the recruitment and selection of adjunct faculty
- Assisted with class scheduling and program review to serve under-represented and diverse student populations
- Chaired a committee that redeveloped the School of Business mentoring policy
- Advised about 35 students per semester (face to face and online)
- Coached and mentored adjunct faculty

Student Recruiter/Promoting the University (DSU)

- Received a 10-month contract to serve as student recruiter
- Identified target populations and develop marketing strategies to recruit traditional and non-traditional students
- Visited high schools, community colleges, career fairs, and community events to promote Dickinson State's business programs
- Provided admissions information and establish productive relationships

Student Recruiter/Promoting the University (DSU)

- Maintained a student database of potential students
- Assisted with academic visits, set booths, and promoted DSU's programs to local businesses and organizations
- Networked with local business leaders and helped create internship opportunities
- Served as World Voices host (co-presented at local high schools)

University Committee Service (DSU)

- Member of faculty policies council committee, DSU, fall 2018- spring 2021
- Member of IRB committee, DSU, 2019-2021
- Chair of a departmental educational technology and teaching modalities committee, DSU, 2020
- Chair of the development of a Master of Organizational Development degree, DSU, 2018-2019
- Chair of a departmental mentoring policy committee, DSU, 2018-2019
- Member of departmental IACBE committee, DSU, 2014-2021
- Chair of departmental tenure committee, DSU, 2016-2021
- Member of faculty senate, DSU, 2017-2019
- At large senator, faculty senate, DSU, 2013-2015
- Member/chair of departmental tenure committee, DSU, 2010-2016
- Member of extended learning director search committee, DSU, 2015
- Member of Higher Learning Commission Integrity committee, DSU, 2012 to 2014
- Member of academic advising and retention committee, DSU, 2010-2012
- Member of the vice president search committee, DSU, 2011
- Member of accounting faculty search committee, DSU, 2011
- Member of DSU's 2015 planning process for university accreditation, DSU, 2009-2011
- Member of departmental committee for IACBE departmental accreditation, DSU, 2009-2011
- Advisory committee chair, Human Resource Management, DSU, 2009-2011
- Member of two committees that helped develop the following new academic programs:
Major in International Business, Certificate in Entrepreneurial Leadership, DSU, 2007-2009
- Actively participated in NDUS Strategic Forum, DSU, Summer 2009
- Member of the instructional technology committee, DSU, 2007- 2009
- Member of entrepreneurship conference committee, DSU, 2004-2008
- Member of marketing specialist interviewing committee, DSU, 2007
- Member of human resource specialist interviewing committee, DSU, 2007
- Member of general education committee, DSU, 2003-2007

Service: Seminars/Resume Clinics/Strategic Planning/Fellowship (DSU)

- Received a fellowship to research OER materials, 2020-2021
- Developed and presented customer service and recruitment seminars for DSU's admissions staff
- Developed, implemented and presented professional development seminars for DSU Administrative staff (Retention-Academic Advising-Diversity-Personality Colors-Teambuilding)
- Facilitated a strategic planning session for DSU's nursing department
- Collaborated with the careers office and assisted with the annual resume workshop
- Organized and facilitated brown bag discussions on creativity and innovation in the classroom
- Offered resume writing seminars and resume clinics several times per year
- Facilitated the department of education's distance learning strategic planning process
- Served as guest speaker for education classes (four times a year)

September 2004 to present

Motivational Speaker/Business Developer/Strategist/Consultant (part time)

- Conduct strategic planning, succession planning, secret shopper initiatives, transfer of knowledge, leadership-development, needs assessments including focus groups, diversity workshops, client feedback surveys, board retreats, keynotes, HR seminars/webinars, and performance reviews

August 2020 to June 2021

Part time faculty, Strategic Leadership, Northern Arizona University, Flagstaff, Arizona

- Taught NAU classes via Zoom
- Taught Leading and Managing Human Capital, Management of this Millennium, Great Organizations and Operations, Managing High Performance Teams
- Attended professional development webinars and strategic leadership meetings (Evaluating results, providing feedback, facilitation interaction, building the educational experience, passivity to activity, active learning, safe return to campus, academic integrity, Zoom in the classroom)
- Represented NAU and delivered three webinars on diversity, conflict, and stress management as part of the collaborative Mesa Cares initiative between NAU and the City of Mesa
- Served as a consultant for NAU and assisted small businesses with strategic planning and HR initiatives such as onboarding and performance reviews (completed 43 hours of consulting)

September 2001 to July 2003

Full time lecturer, Department of Management, Eastern Michigan University, Ypsilanti, Michigan

- Taught Introduction to Business, Organizational Behavior, Managerial Communication
- Sponsored seniors in presenting at EMU's Undergraduate Conferences
- Networked with high schools and brought 300 high school students to tour the university

September 1998 to July 2003

Part time instructor, Baker College Corporate Center, Auburn Hills, Michigan

- Taught Business Communication, Methods, and Introduction to Business courses to learners at General Motors, Chrysler, and Ford Motor plants

January 2003 to July 2003

Part time instructor, Washtenaw Community College, Ypsilanti, Michigan

- Taught two Business Communication classes for winter and summer semester

December 1998 to August 2001

High School Teacher, Charter School Administration Services, Southfield, Michigan

- Taught Entrepreneurship, Marketing, Accounting, Business Law and Career Development
- Operated and managed student-identification-card business; organized fieldtrips to colleges

PUBLICATIONS:

- Leading by Getting Her Hands Dirty: Bringing Social Responsibility, Servant Leadership, and a Learning Culture into the Classroom, *Leadership and Organizational Management Journal*, 2020 (Co-author).
- Diversity Challenge: Creating a Values-Driven Community Culture, *Leadership and Organizational Management Journal*, 2019
- Writer, City Magazine, Bismarck, ND, 2010-2015 (published 20 business related articles)
- Community Culture and Inclusion, Energy Impact Solutions Conference Proceedings, 2012
- Effects of Heterogeneity in Work Teams: Creativity or Conflict? Voutsas, Kostas, *Insights to a Changing World Journal*; Mar 2011, Issue 1
- Older Workers as Newbies, *Leadership and Organizational Management Journal*, December 2010, Vol. 2010 Issue 4 (Co-author)
- Gen Yers in the Online Classroom: Strategies that Work, 26th Annual Distance Learning Conference proceedings, August 2010
- Beyond Words: The Global Landscape of Negotiating Behavior, Boronich University's conference proceedings in Russia, December 2009
- Gender Differences in Attitudes Towards Diversity, *Global Education Journal*, 2007 (Co-author)
- Their Silent Language, published by the *Journal of Business Entrepreneurs*, June 2004
- Research study (Thesis) entitled: Assessing Eastern Michigan University Business Students' Attitudes towards Diversity" (June 1998)-published at EMU's Library

KEYNOTE/BREAKOUT SESSION PRESENTATIONS AT STATE AND NATIONAL CONFERENCES:

- Delivered a keynote presentation for SD Clerk of Courts Institute and Magistrate Conference, Sep 2023
- Delivered a breakout session presentation at Arizona FBLA State Conference and marketed the department's entrepreneurship programs, Nov 2023 (400 students)
- Delivered two breakout session presentations, ND Hospital Association Annual Conference, Oct 2023
- Delivered a breakout session presentation on leadership, AZ State SHRM Conference, Aug 2023
- Delivered a keynote for ND Rural Health Conference, June 2023
- Delivered a keynote for SD Courts Association Conference, Apr 2023
- Delivered a breakout session presentation at Arizona FBLA State Conference and marketed the department's programs, spring 2023 and spring 2022 (400 students)
- Delivered a keynote for ND Rural Health Conference, summer 2022
- Delivered a DEI keynote presentation for Quentin Burdick Job Corps Center, Aug 2022
- Delivered a webinar titled Rethink How You Lead, AZ State HR Annual Virtual Conference, Oct 2022
- Delivered a keynote presentation on Diversity Inclusion at ND School Boards, Nov 2022
- Delivered a keynote presentation on DEI for ND/SD Waste Management Conference, Oct 2022
- Delivered two breakout session presentations on DEI and Conflict Management, AZ State HR Conference, Sep 2022
- Delivered a webinar titled Rethink How You Lead, AZ State HR Virtual Conference, Oct 2022
- Delivered a breakout session presentation at Tribal Public Health Conference, 2022
- Delivered a keynote for ND Rural Health Conference, summer 2022
- Delivered a breakout session presentation at Arizona FBLA State Conference and market the department's programs, spring 2022
- Delivered a workshop at Arizona DECA State Career Development Conference and market the department's programs, spring 2022
- Delivered a keynote, Dakota Annual Long Term Care Conference, 2021
- Delivered a keynote, ND Land Title Association Convention, 2021
- Delivered two breakout session presentations, Arizona FBLA conference, 2021

KEYNOTE/BREAKOUT SESSION PRESENTATIONS AT STATE AND NATIONAL CONFERENCES

(continued):

- Delivered a presentation for NDUS OER conference, 2021
- Delivered a keynote for ND Rural Health Conference, 2021
- Delivered a keynote for Salt Lake HR Conference, 2020
- Delivered a keynote for ND Counties Association Conference, 2020
- Delivered a presentation for Iowa's State HR Conference, 2020
- Delivered a keynote for Dakota College, 2020
- Delivered a keynote for Arizona Community Education Association Conference, 2019
- Delivered a keynote for ND's Manufacturing Conference, 2019
- Delivered a keynote for SD State HR School for city HR directors, 2018
- Delivered a keynote at South Dakota Occupational Therapy State Conference, 2018
- Delivered a keynote a Pennsylvania's Women's Conference, 2017
- Delivered three seminars at Minnesota Safety Conference, 2017
- Delivered a keynote at Managing Montana's HR Conference for state HR staff, 2017
- Delivered a keynote at Texas Healthcare Association, summer 2017
- Delivered a keynote at Kansas State SHRM Conference, 2016
- Delivered a keynote at Illinois Critical Access Hospital Conference, 2016
- Delivered a keynote at Pennsylvania State SHRM Conference, 2016
- Delivered a keynote at Arizona Diversity SHRM Conference, 2016
- Delivered a keynote at HEROS Retention Conference for Academics, 2016, 2017
- Delivered a keynote for Ducks Unlimited, 2015
- Delivered a keynote at MN State SHRM Conference, 2014
- Delivered a keynote at Winona MN Area SHRM Conference, 2014
- Delivered a presentation for ND SHRM Games and Conference, 2013
- Delivered a presentation at SHRM's Conference for Academics, 2013
- Delivered a keynote at Turtle Mountain Community College, 2013, 2017
- Delivered two keynote presentations on diversity inclusion as well as four additional presentations at Oregon's Diversity Conference, 2012 (1,800 participants)
- Delivered two presentations at Missouri State SHRM Conference, 2012
- Delivered a presentation at Energy Impact Solutions Conference, 2012
- Presented and assisted with Ethics Day, 2012 and 2011
- Delivered a diversity presentation at Northern Ohio's State SHRM Conference, 2012
- Delivered a keynote at Montana's State SHRM Conference, 2012
- Delivered a keynote at SD's State SHRM Conference, 2012
- Delivered a keynote for ND's Emergency Management Conference, 2012
- Delivered a keynote for ND's Fairs Association Annual Conference, 2012
- Participated in NDUS Retention Summit, May 2012 and 2011
- Delivered a keynote for MBPEA, 2012
- Delivered a presentation for Fargo SHRM Chapter, 2012
- Delivered a presentation for Grand Forks SHRM Chapter, 2012
- Delivered seminars for Dakota College, 2012
- Delivered seminars for Presentation College, 2012, 2013
- Delivered a keynote for International Association for Workforce Professionals, 2012
- Delivered a presentation for YP Bismarck, 2012
- Delivered a keynote for Western ND's Annual Teachers' in Service, 2012 and 2011
- Delivered a teambuilding presentation for ND's State SHRM Conference, 2012
- Delivered a keynote presentation to ND's 911 Conference, May 2011
- Delivered a keynote presentation to JumpStart Conference, April 2011
- Presented a four-hour leadership workshop at ND Library Association Conference, September 2011

KEYNOTE/BREAKOUT SESSION PRESENTATIONS AT STATE AND NATIONAL CONFERENCES CONTINUED

- Presented a General Session at ND Counties Association Conference, October 2011
- Presented at ND's Parks and Recreation Conference, 2011, 2018
- Delivered a keynote presentation to ND's Rural Health Conference, 2012 and 2011
- Delivered a keynote presentation, Credit Union Association Conference, November 2010.
- Presented "Managing Diversity: Making Good Relationships Better," ND Human Resource Management Conference, Bismarck, September 2010
- Presented "Gen Yers in the Online Classroom," 26th Annual Distance Learning conference, WI, August 2010
- Presented "Secrets to Making Diversity Work," NDUS Diversity Council Conference, 2010
- Presented "Generational Differences," Entrepreneurship in ND Strom Conference, April 2010
- Delivered a keynote presentation "Secrets to Successful Communication," Southwest North Dakota Teacher Annual in Service, January 2010
- Presented "How Diverse is your Classroom? Breaking the Barriers, M-PBEA Mountain-Plains Business Education Association Conference, South Dakota, June 2009
- Attended the WBITE business conference in Arizona, May 2008
- Attended Entrepreneurship in North Dakota Conference, Spring 2008
- Presented "Don't be a Stranger in a Foreign Land" at ND Workforce Summit, April 2007
- Presented at Teaching and Learning Conference, Florida: "Business Portfolios," January 2005
- Presented at Teaching and Learning Conference, Florida: "Managing Diversity," January 2005
- Presented at the 11th South Dakota International Business Conference, Rapid City, South Dakota: "Decoding Hidden Messages" (October 2005)
- Presented at the 1st Graduate Student Research Fair, Ypsilanti, Michigan: "Assessing Business Students Attitudes Towards Diversity" (April 1999)
- Presented at the 21st Diversity Conference for Integrative Studies, Detroit, Michigan, "Assessing Business Students Attitudes Towards Diversity" (October 1998)
- Presented at the 16th Annual Eastern Michigan University Conference: "Cultural Differences among North Americans, Mexicans, and the Japanese" (April 1997)

CONSULTING/COMMUNITY DEVELOPMENT:

- Televerde Foundation at Perryville Prison: Taught seminars to incarcerated women with the goal to equip them with the skills needed to build meaningful and rewarding professional careers and successfully reintegrate back into their communities, fall 2023, spring 2023 and fall 2022
- Conducted two JEDI Justice, Equity, Diversity, and Inclusion webinars for Cochise, Santa Cruz, Graham/Greenlee Counties, spring/fall 2023
- Delivered a workshop titled Creating a Thriving Workplace for Gilbert Chamber of Commerce sponsored by ASU, Sep 2022
- Delivered a DEI presentation for Quentin Burdick Job Corps Center, Aug 2022
- Facilitated a strategic plan for West Region Economic Development, June 2022
- Conducted leadership seminars for the City of Box Elder, SD (30 hours), June/July 2022
- Conducted focus groups/needs assessment with WRHS. Conducted four customer service webinars for West River Health Services, Fall 2021/Spring 2022
- Conducted three leadership webinars for Job Corps, fall 2021
- Conducted three leadership webinars for ND DOT, fall 2021
- Developed and presented customer service and recruitment seminars for Dickinson State University admissions staff, spring 2021
- Conducted a communications webinar for SW Authority, spring 2021
- Conducted a webinar on business ethics for NDSU's Upper Great Plains Transport, spring 2021
- Facilitated six strategic planning sessions, conducted focus groups, and delivered 10 webinars for ND DOT Motor Division, fall 2020
- Delivered leadership webinars for ND Job Corps, 2020

CONSULTING/COMMUNITY DEVELOPMENT CONTINUED:

- Represented NAU and delivered three webinars on diversity, conflict, and stress management as part of the collaborative Mesa Cares initiative between NAU and the City of Mesa, fall 2020
- Served as a consultant for NAU and assisted small businesses with strategic planning and HR initiatives such as onboarding and performance reviews, fall 2020
- Delivered a leadership webinar for Natural Resources Conservation Service, 2020
- Delivered leadership seminars to 4 Bears Casino (80 hours), fall/spring 2019
- Facilitated a board retreat/strategic planning with Impact Dakota, 2019
- Delivered professional development seminars to 4 Bears Casino staff, 2018
- Facilitated a strategic planning session with the City of Box Elder, SD, 2018
- Facilitated a strategic planning session with the City of Wagner, SD, 2018
- Developed a performance review process for the Three Affiliated Tribes Head Start, 2017
- Facilitated a strategic planning session for Dickinson's Economic Development, 2017
- Conducted needs assessment/focus groups and facilitated KMM's strategic planning meeting, 2017
- Facilitated a strategic planning meeting for Bismarck Realtors Association, 2017
- Facilitated a strategic planning meeting for Impact Dakota/Manufacturing, 2017
- Delivered motivational seminars on diversity for ND Job Service, 2017
- Delivered seminars at Safety Conference in SD, 2016
- Conducted needs analysis for Ducks Unlimited, 2016
- Facilitated two strategic planning meetings for Oil Gas and Producing Companies ND, 2016
- Facilitated a strategic planning event for Minot State University's Diversity Committee, 2017
- Worked with a team of five professors from two universities and conducted focus groups in ND's rural communities assessing attitudes regarding diversity and inclusion, 2012
- Assisted with GUNG HO Leadership 4 Bears Casino, 2012 to present
- Assisted Hill Top Nursing Home with Leadership training, 2012 to 2014
- Presented "Diversity Management" to GEM Federal Credit Union, April 2011
- Presented "Teambuilding" to Dakota Hotshot Express, 2010-2011
- Presented "Dealing with Difficult People" ND Credit Union Association, November 2010
- Presented "Effective Communication" Twin Butts school, December 2010
- Presented "Conflict Management" ND Farmers Youth Program, May 2010
- Presented "Customer Service" Family Insurance, Mandan, ND, February 2010
- Presented "Diverse Workforce," Central Dakota Human Resources Association, October 2009
- Presented "Delivering Presentations with Confidence," Baker Boy, August 2009
- Presented "Sexual Harassment in the Workplace," Southwest Area Human Resources Association, August 2009
- Conducted training on Diversity issues, Steffes Inc., May 2008
- Developed communication, teambuilding and conflict management training modules for Killdeer Mountain Manufacturing, April 2008
- Designed and taught a "Developing the trainers" course for KMM, Winter 2008

CONSULTING/COMMUNITY DEVELOPMENT CONTINUED:

- Acted as a consultant for Strom Center of Excellence, Fall 2007
- Developed and taught an entrepreneurial leadership course for Killdeer Mountain Manufacturing supervisors, Fall 2007
- Developed a Sexual Harassment training program for KMM, Fall 2007
- Designed, implemented, and evaluated a training seminar on Organizational Communication, Dickinson State University, North Dakota, March 2006
- Designed, implemented, and evaluated a training seminar on Resume Writing, Adult Learning Center, Dickinson, North Dakota, December 2005
- Designed, implemented, and evaluated a training seminar on Effective Interviewing strategies, Adult Learning Center, Dickinson, North Dakota, December 2005
- Designed, implemented, and evaluated a training seminar (3 sessions) on harassment in the workplace and EEO, Consolidated, Dickinson, North Dakota, September 2005
- Presented a training seminar on harassment in the workplace and confidentiality and privacy, American State Bank, Dickinson, North Dakota, October 2004
- Presented Organizational Communication, Bismarck State Fair, November 2003
- Presented “Listening Skills,” Academy of Lathrup Village, Michigan, March 2000
- Developed, implemented and analyzed a customer satisfaction diagnostic survey by using three focus groups at Judson Center, Royal Oak, Michigan, April 1997
- Delivered a training seminar on styles of learning and transfer of learning for Eastern Michigan University prominent employees, Fall 1997
- Conducted needs assessment, implemented, and evaluated the International Communication Audit for Business Services, Eastern Michigan University, Fall 1997