

ANDREA E.C. GRIFFIN

Curriculum Vitae

INDIANA UNIVERSITY NORTHWEST

School of Business and Economics

3400 Broadway, Dunes 1118 Gary, IN 46408 219-980-6912

griffanc@iun.edu

ACADEMIC EMPLOYMENT

Fall 2016 – Present

Fall 2010- Spring 2016

Associate Professor of Management

Assistant Professor of Management

School of Business and Economics

Indiana University Northwest, Gary, IN

2000-2010

Assistant Professor, Department of Management

College of Business Administration

Marquette University, Milwaukee, WI

EDUCATION

2010

Graduate Certificate, Dispute Resolution/Mediation Center for Dispute Resolution Education. College of Professional Studies Marquette University, Milwaukee, WI

2003

Ph.D., Business Administration/Management

Major Areas: Organizational Behavior and Human Resources Supporting field: Psychology
Texas A & M University, College Station, TX

1992

Bachelor of Science in Business Administration

Concentration: Human Resources Management

Marquette University, Milwaukee, WI

ACADEMIC AND PROFESSIONAL AFFILIATIONS

Academy of Management

Midwest Academy of Management

The PhD Project – MDSA, Management Faculty of Color Association

SHRM (National Society for Human Resource Management; Northwest Indiana)

Indiana Academy of the Social Sciences

RESEARCH AND SCHOLARLY ACTIVITIES

Research Interests

Emotional labor and emotional display rules within organizations

Volunteering and diversity; individuals with disabilities

Teamwork and team leadership assessment and development

Gender, diversity and culture

Critical Race Theory, Critical White Studies and applications to OB/HR

Alternative dispute resolution, mediation, the work of the organizational ombudsman
Organizational socialization, Organizational identity and image
Applications of organizational behavior and management theories in developing/post-colonial
economies

Manuscripts Under Review

Griffin, A.E.C. Mediation as Emotion Management: Looking at Self-focused and Other-focused Emotional Labor. Under review at the *Journal of Conflict Management*.

Publications

- Hobson, C.J., Szostek, J., **Griffin, Andrea E. C.**, Lusk, D., Rydecki, K. (2017). Identifying the Specific Behaviors that Define Teamwork-A Review of the Literature and Integrative Meta-Model for Business School Applications. *Business Education Innovation Journal*, 9(1)
- Cotton, J.L., & O'Neill, B. **Griffin, A.E.C.**, (2014). Whiteness of a name: Is 'White' the baseline? *Journal of Managerial Psychology*, 29 (4), 405-422
- Hobson, C.J., Strupeck, D., **Griffin, A.**, Szostek, J., & Rominger, A.S. (2014). Teaching MBA students teamwork and team leadership skills: An empirical evaluation of a classroom educational program. *American Journal of Business Education*, 7(3), 191-212.
- Hobson, C.J., Strupeck, D., **Griffin, A.**, Szostek, J., & Rominger, A.S. (2013). Assessing and teaching team leadership capabilities: Field testing a behavioral roles approach with business undergraduate students. *Journal for Excellence in Business Education*, 2(1). <http://www.jebjournal.org/index.php/jebe/article/view/30>.
- Hobson, C.J., Strupeck, D., **Griffin, A.**, Szostek, J., Selladurai, R., & Rominger, A.S. (2013). Facilitating and documenting behavioral improvements in business student teamwork skills. *Business Education Innovation Journal*, 5(1), 83-95.
- Hobson, C.J., Strupeck, D., **Griffin, A.**, Szostek, J., Selladurai, R., & Rominger, A. (2013). Field testing a behavioral teamwork assessment tool with U.S. undergraduate business students. *Business Education and Accreditation*, 5(2), 17-27.
- Szostek, J., Hobson, C.J., **Griffin, A.E.C.**, Rominger, A., Vasquez, M., & Murillo, N. (2012). EEOC sexual harassment settlements: An empirical analysis, *Employee Relations Law Journal*, 38(1), 3-13.
- Hobson, C. J., Hobson, J., Henry, S., Rouse, S., **Griffin, A.E.C.**, Szostek, J., & Murillo, N. (2012). A Field Study Extending the Hobson-Heler Model to Assess the Website

"Volunteer-Friendliness" of the Top 200 Charities in the United States. *International Journal of Volunteer Administration*, 29(1), 2-14.

Maranto, C., and **Griffin, A.E.C.** (2011). The antecedents of a "Chilly Climate" for women faculty: Does relational demography explain it? *Human Relations*, 64(2), 139-159.

Rothausen, T., Gonzalez, J., & **Griffin, A.E.C.** (2009). Are all the parts there everywhere? Facet job satisfaction in the United States and the Philippines. *Asia Pacific Journal of Management*, 26, 681- 700.

Cotton, J.L., O'Neill, B., & **Griffin, A.** (2008). The 'Name Game': Affective and hiring reactions to first names. *Journal of Managerial Psychology*, 23(1), 18-39.

Griffin, A.E.C., Colella, A., & Goparaju, S. (2000). Newcomer and organizational socialization tactics: An interactionist perspective. *Human Resource Management Review*, 14(4), 1-24.

Work In Progress

Azemi, Y., **Griffin, A.**, Hobson, C., Madigan, R., Lusk, D. (2018) An Assessment of Bias Against People With Disabilities In The Volunteering Process: A National Study In The United States.

Andrews, D., **Griffin, A. E. C.** (2018) Differences in Service Expectations Held By Consumers vs. Providers of Higher Education.

Hobson, C., McPhail, M., **Griffin, A.**, Szostek, J. (2018) Shame On U.S. Higher Education – Adverse Impact in Black Student 6-Year College Graduation Rates.

Bandyopadhyay, S., **Griffin, A.E.C.**, Szostek, J. (2018) Assurance of learning of diversity awareness for business students. Target journal: *Journal of Management Education*.

Bingham, S., Smith, T., Hanson, B. J., **Griffin, A.E.C.** (2016 – ongoing) "Measuring Organization-Wide Perceptions of the Ombuds Office" Pilot testing and data collection underway for scale development and validation.

Andrews, D. & **Griffin A.E.C.** (2017) Development and evaluation of a structured goal setting / pursuit activity for student engagement in required courses.

Griffin, A.E.C. Race and privilege in emotional labor: Social place marking using racial tasks. In preparation for submission to *Equality, Diversity and Inclusion*.

Griffin, A.E.C. Evaluating Neutrality as an emotion: Implications for the ombudsman. In preparation for submission to *Journal of Conflict Resolution*.

Hobson, C.J., Szostek, J., **Griffin, A.**, Harmon, H. "Validating a scale for measuring teamwork behaviors." Data analysis state.

Griffin, A.E.C., Hobson, C.J., Szostek, J., Rominger A, Tsararos, D. A comparative analysis of federal sexual harassment protections in employment vs. education: The most vulnerable have been abandoned. In preparation for submission to *International Journal of Discrimination and the Law*.

Griffin, A.E.C. Do mediators burnout? Compassion, emotion regulation and emotional exhaustion. Data collection in process. Target journal: *Negotiation Journal*.

Griffin, A.E.C., and Ceesay, A. Service learning at the crossroads of the public and private in human resources. Target journal: *Public Administration Management*.

Hobson, C.J., Szostek, J., **Griffin, A.E.C.**, & Tsatoros, D. An analysis of workplace sexual harassment cases in the federal courts 1999 – 2010. Data collection in progress.

Abbott, J.L., Bingham, S., Gadlin, H., **Griffin, A.E.C.**, Johnson, S., Joyce, C., & Smith, T. The effect of visitor perceptions on the use of the ombuds office in academic settings. In development.

Andrews, D. & **Griffin, A.E.C.** A case analysis of commuter student definitions of service concerns and service quality in higher education. Data collection in progress.

Griffin, A.E.C. Unacknowledged privilege in emotional displays at work: perspectives from Critical Race Theory.

Andrews, D., **Griffin, A.E.C.** "Increasing Engagement in an Introductory Marketing Course through Course-related Goal-Setting Activities"

Griffin, A.E.C. Performing gender: Gender as an active process and the consequences for emotional display rules and emotional labor."

Cotton, J., O'Neill, B., & **Griffin, A.E.C.** The name game: first name novelty and discrimination effects on call back rates.

Hobson, C. J., Szostek, J., Henry, S., Rouse, S., & **Griffin, A.E.C.** Development and application of the Hobson & Szostek Organizational Sexual Harassment Profile.

Conference Proceedings

Andrews, D., **Griffin, A. E. C.** "Differences in Service Expectations Held By Consumers vs. Providers of Higher Education. Published in the Proceedings of the Society for Marketing Advancement 56th Annual Conference. Fall, 2018.

Presentations

Azemi, Y., **Griffin, A.**, Hobson, C., Madigan, R., Lusk, D. An Assessment of Bias Against People with Disabilities In The Volunteering Process: A National Study In The United States. Presented at the Annual Conference IABPAD, Orlando, FL. January 2019.

Hobson, C., McPhail, M., **Griffin, A.**, Szostek, J. Shame On U.S. Higher Education – Adverse Impact in Black Student 6-Year College Graduation Rates. Presented at the Annual Conference of IABPAD, Orlando, FL. January 2019.

Andrews, D., **Griffin, A. E. C.** "Differences in Service Expectations Held By Consumers vs. Providers of Higher Education. Published in the Proceedings of the Society for Marketing Advancement 56th Annual Conference. Fall, 2018.

Bingham, S., Smith, T., Hanson, B. J., **Griffin, A.E.C.** (2017, April) "Measuring Organization-Wide Perceptions of the Ombuds Office" Presented at the 12th Annual Conference of the International Ombuds Association, Minneapolis Conference City Center, Minneapolis, MN.

Andrews, D., **Griffin, A. E. C.** (2016, October). "Proposal for Course-related Goal-Setting Activity," Presented at the Annual Meeting of the Indiana Academy of Social Sciences, IASS, Purdue University Northwest - Westville Campus, Westville, IN.

Hobson, C.J., Szostek, J., **Griffin, A.E.C.**, Lusk, D., Breckenridge, S., & Rydecki, K. (2015). Identifying the specific behaviors that define teamwork: A review of the literature and integrative meta-model. Paper presented at the meeting of the International Academy of Business and Public Administration Disciplines, Spring International Conference, Dallas, TX.

Hobson, C., Strupeck, D., **Griffin, A.E.C.**, Szostek, J., Selladurai, R., & Rominger, A. S. (2012, November). Assessing and norming behavioral teamwork skills of undergraduate business students. Paper presented at the meeting of the Academy of Business Disciplines Annual Conference, Ft. Myers, FL.

Hobson, C., Szostek, J., Rominger, A., Vasquez, M., & **Griffin, A.E.C.** (2012, October). A comprehensive comparative analysis of federal sexual harassment protections in employment vs. education: The most vulnerable have been abandoned. Paper presented at the meeting of the International Academy of Business and Public Administration Disciplines Fall International Conference, Las Vegas, NV.

- Bandyopadhyay, S., **Griffin, A.E.C.**, & Szostek, J. (2011, March). Assurance of learning of diversity awareness for business students. Paper presented at the meeting of the AACSB International Conference on Assessment, Atlanta, GA.
- Hobson, C.J., Szostek, J., **Griffin, A.E.C.**, Rominger, A., Vasquez, M., & Murillo, N. (2011, January). An Analysis of EEOC Settlement Agreements in Workplace Sexual Harassment Cases from 1999-2010. Paper presented at the meeting of the International Academy of Business and Public Administration Disciplines Conference, Orlando, FL.
- Griffin, A.E.C.** (2010, October). Examining the role of race and privilege in emotional display rules within organizations. Paper presented at the meeting of the Indiana Academy of Social Sciences, Indianapolis, IN.
- Hobson, C. J., Lusk, D., Szostek, J., Hobson, J., Rouse, S., **Griffin, A.E.C.** & Henry, S. (2010, October). A preliminary investigation of nonprofit discrimination in responding to prospective disabled volunteers. Paper presented at the meeting of the International Academy of Business and Public Administration Disciplines Conference, New Orleans, LA.
- Hobson, C. J., Hobson, J., Henry, S., Rouse, S., Szostek, J., & **Griffin, A.E.C.** (2010, October). A field study extending the Hobson-Heler Model to assess the website "Volunteer-Friendliness" of the top 200 charities in the United States. Paper presented at the meeting of the International Academy of Business and Public Administration Disciplines Conference, New Orleans, LA.
- Hobson, C. J., Szostek, J., Henry, S., Rouse, S., & **Griffin, A.E.C.** (2010, October). Development and application of the Hobson & Szostek Organizational Sexual Harassment Profile. Paper presented at the meeting of the International Academy of Business and Public Administration Disciplines Conference, New Orleans, LA.
- Cotton, J.L., **Griffin, A.E.C.**, & O'Neill, B. (2008, April). The whiteness of a name: When 'White' is the baseline. Paper presented at the meeting of the Society of Industrial and Organizational Psychologists, San Francisco, CA.
- Griffin, A.E.C.** (2006, August). Mediation as emotion management. Paper presented at the meeting of the Conflict Management Division, Academy of Management, Atlanta, GA.
- Maranto, C. and **Griffin, A.E.C.** (2006, August). The chilly climate for women faculty: Does relational demography explain it? Paper presented at the meeting of the Gender, Diversity and Organizations Division, Academy of Management, Atlanta, GA.

- Rothausen-Vange, T., Gonzalez, J. and **Griffin, A.E.C.** (June, 2006). Facet and global job satisfaction and intention to quit: The moderating effects of national culture and economic factors. Paper presented at the meeting of the Academy of International Business Annual Meeting, Beijing, China.
- Griffin, A.E.C.** (2005, June). Rethinking gender: Gender as an active process and the consequences for emotional display rules and emotional labor. Paper presented at the meeting of the 4th International Interdisciplinary Conference on *Gender, Work and Organization*. Keele University, Staffordshire, England UK.
- Cotton, J., O'Neill, B, **Griffin, A.E.C.** (2005, May). The name game: Names really do influence our perceptions. Paper presented at the meeting of the American Psychological Society Annual Convention, Los Angeles, CA.
- Griffin, A.E.C.** (1999, August). Integrating organizational socialization and impression management: The role of organizational image and identity. Paper presented at the meeting of the jointly sponsored symposium, *New takes on the Organizational Entry Journey*, Academy of Management National Meeting, Chicago, IL.
- Griffin, A.E.C.**, Colella, A., Goparaju, S. (1999, August). Newcomer and organizational socialization tactics: An interactionist perspective. Paper presented at the meeting of the jointly sponsored symposium *New Takes on the Organizational Entry Journey*, Academy of Management National Meeting, Chicago, IL.
- Griffin, A.E.C.** (1998, August). The determinants of display rules for expressed emotions within Organizations. Paper presented at the meeting of the First Conference on Emotions in Organizations, San Diego, CA.
- Kilbourne, L.K., McGlashan, K., & **Griffin, A.E.C.** (1996, July). Sex role-based career and salary expectations: Self-efficacy effects. Paper presented at the meeting of the Eighth International Conference on Socioeconomics, Geneva, Switzerland.

Other Scholarly Activities

- Attendee*, National Academy of Management Annual Meeting, Chicago IL. August 2018
- Attendee and Presenter*, Annual Conference of the Indiana Academy of Social Sciences, Westville, IN., October 2016
- Attendee and Presenter*, International Academy of Business and Public Administration Disciplines Conference, Dallas, TX, April 2015
- Attendee*, Summer Meeting of Academic Ombuds, Milwaukee, WI, July 2014
- Attendee*, National Conference of the International Ombudsmen Association, Denver, CO, April 2014
- Attendee*, Annual Meeting of Midwest Academy of Management, Milwaukee, WI, October 2013
- Attendee*, Annual Meeting of Indiana Academy of Social Sciences, Gary, IN, October, 2012

- Attendee and Presenter*, International Academy of Business and Public Administration Disciplines Conference, Las Vegas NV, October 2012
- Attendee*, Annual meeting of Indiana Academy of Social Sciences, Valparaiso, IN, October, 2011
- Attendee and Presenter*, International Academy of Business and Public Administration Disciplines Conference, Orlando, FL, January, 2011
- Attendee*, Academy of Management National Meeting, Chicago, IL, August 2009
- Attendee and Presenter*, National Conference SIOP – Society of Industrial and Organizational Psychology, San Francisco, CA, April 10-12, 2008
- Attendee and Presenter*, Academy of Management National Meeting, Atlanta, GA, August 2006
- Attendee and Presenter*, 4th International Interdisciplinary Conference on *Gender, Work and Organization*. Keele University, Staffordshire, England UK. 22nd - 24th June 2005
- Attendee*, Academy of Management National Meeting, New Orleans, LA. August, 2004
- Attendee*, National Conference, SIOP – Society of Industrial and Organizational Psychology, Chicago, IL. April, 2004
- Invited Panelist*, Research Roundtable of Critical Management Studies. The PhD Project Management Doctoral Students Conference, August 3, 2003.
- Participant*, Junior Faculty Consortium, Human Resources Management Division, National Academy of Management Meeting, August 2-4, 2003. Seattle, WA

ACADEMIC SERVICE

- Reviewer*, Journal of Occupational and Organizational Psychology, 2014 – present
- Reviewer*, Journal of the Indiana Academy of Social Sciences, 2012
- Reviewer*, Journal of Managerial Psychology, 2010 – present
- Discussant*, International Academy of Business and Public Administration Disciplines Conference, Dallas, TX, April 23 – 26, 2015
- Session Chair*, International Academy of Business and Public Administration Disciplines Conference, Las Vegas NV, October 2012
- Discussant*, International Academy of Business and Public Administration Disciplines Conference, Orlando, FL, January 3 – 6, 2011
- Facilitator*, Paper Session on Career Paths/HR and Entrepreneurship, Entrepreneurship Division, Academy of Management National Meeting, August 5 – 8, 2001, Washington, D.C.
- Co-chairperson*, Jointly sponsored Symposium *New takes on the Organizational Entry Journey*, Academy of Management National Meeting, Chicago, IL, August 8 –11, 1999
- Discussant*, Paper Presentation Session, Southwest Academy of Management, Regional Meeting, Houston, TX, March 11 – 13, 1999
- Chairperson*, Paper Presentation Session, - Organizational Behavior Division, Academy of Management National Meeting, Cincinnati, OH. August, 1996
- Ad hoc reviewer*, International Journal of Organizational Analysis, 1996 – 2000
- Reviewer*, Gender and Diversity in Organizations Division, National Academy of Management Meeting, Washington, D.C., 2001 – 2002

Reviewer, Organizational Behavior Division, Academy of Management National Meeting, Spring 1996
Reviewer, Southwest Academy of Management, Organizational Behavior Division, 1999

SERVICE

INDIANA UNIVERSITY NORTHWEST

Indiana University System

Representative for IUN at Regional Faculty Council Meetings (RFC), Indiana University System, Spring 2019.
Elected Representative for IUN, University Faculty Council, Indiana University System, 2018-2019
Member, Honorary Degrees Committee, University Faculty Council, Indiana University System 2018-2019
School of Business Representative, part of IU Northwest team to attend The Assessment Institute Conference, Indianapolis, IN. Fall 2015
Member, IUN Campus team, System-wide FACET (Faculty Consortium on Excellence in Teaching) Faculty Leadership Institute, High Impact Practices Project, Indiana University System, 2012 - 2014
IUN Faculty Organization Representative, UFC (University Faculty Council) Standing Committee on Benefits, Indiana University System, 2011 – 2012.

Indiana University Northwest Campus

Member, IUN Faculty Organization Executive Committee, as University Faculty Council Representative, 2018-2019
Member, Undergraduate Research Committee, Indiana University Northwest, 2017-2018
Member, Faculty Organization, IUN, Founder's Day Teaching Award Committee, 2013 – present.
Member, Employee Recognition Committee, Office of the Chancellor/Human Resources, 2012 – present.
Mentor, Mentor junior faculty in the School of Education and School of Business and Economics (2016 – present)
Peer reviewer, Completed peer reviews of teaching for SOBE and IUN Faculty, (2015 – present)
Elected SOBE Representative, Faculty Organization, IUN, Executive Committee, Fall 2015 – 2017.
Co-project leader; Focus Group Leader, Campus Service Initiative, Spring 2015 – Fall 2016
Office of the Executive Vice Chancellor for Academic Affairs; Office of the Chancellor. Conducted focus groups with students, faculty & staff for exploration of service quality issues for campus as part of IU Northwest Campus Service Initiative. Created reports, presented results to IU Northwest Council and Campus Conversations.
Member, Campus Team on Community Engagement. Attended CUMU (Coalition of Urban and Metropolitan Universities) Engagement Academy/Conference (along with Ellen Szarleta and Tim Sutherland). 2015 – 2016.

- Member*, Campus-Wide New Student Orientation Planning Team, School of Business and Economics Faculty Representative, Spring 2015 - 2016.
- Member*, Search and screen committee for Faculty in Nonprofit Management, School of Public and Environmental Affairs, IUN, Fall 2015 – Spring 2016.
- Reading Group Discussion Leader*, Diversity Reading Project, IU Northwest Council, Office of the Chancellor. Facilitated bi-weekly discussion groups for subset of IU Northwest Council. June - August 2014.
- Co -Facilitator*, Half day retreat, Diversity Reading Project, IU Northwest Council, Office of the Chancellor, August 2014.
- Member*, One Book, One Campus, One Community IUN Campus Committee, 2013 – 2017. Committee planned and coordinated activities related to annual selections: The Other Wes Moore, The New Jim Crow and Operation Homecoming and others.
- Member*, Search committee for Campus Director of Marketing and Communications, IUN 2013.
- Member*, Faculty Organization, IUN, Affirmative Action Committee, 2013 – 2017.
- Member*, Faculty Organization, IUN, Student Affairs Committee, 2012 – 2013; 2014 – 2016.
- Member*, Faculty Organization, IUN, Service Learning Committee, 2010 – 2011.
- Facilitator*, Diversity Reading Project, IU Northwest Council, Office of the Chancellor, August 2012. Facilitated discussion and review session with IUN Leadership Council on 3 books assigned for Summer Reading Project, August 2012.
- Facilitator*, Retreat/Planning Session – Enrollment Management Group, Office of the Executive Vice Chancellor for Academic Affairs, IUN. Facilitated full day off campus retreat on enrollment management problems and practices for IUN Deans, Heads of Units and other invitees, July 2012.
- Member*, Ad Hoc Committee, adjunct to IU Northwest Council for “One Book…” Initiative, Fall 2012.
- Member*, Committee for Freedom Riders Screening and Visit, Campus Black History Celebration, Office of the Chancellor, IUN, Summer 2011 – January 2012.

School of Business and Economics – Indiana University Northwest

- Chair*, Faculty Affairs Committee, School of Business and Economics, Fall 2018- present
- Chair*, Promotion and Tenure Committee (and Reappointment committee), School of Business and Economics, Fall 2018- present
- Member*, Executive Committee, School of Business and Economics, 2018-2019
- Member*, Ad hoc MBA Taskforce, School of Business and Economics, 2018-2019
- Member*, Search committee for Assistant Professor of Finance, School of Business and Economics, 2018-present.
- Member*, Ad Hoc Assessment Center Review Committee, School of Business and Economics 2018
- Member*, Search committee for Lecturer in Operations Management, School of Business and Economics IUN 2018.
- Member*, Faculty Affairs Committee, School of Business and Economics, Fall 2017- 2018
- Member*, Student Success and Learning Committee, School of Business and Economics, Fall 2017 – present
- Co-Chair*, *Assessment Subcommittee*, Student Learning and Success Committee, SOBE, Fall 2017 –2018

Member, Search Committee for Dean, School of Business and Economics 2015-16.
Faculty Advisor, Indiana University Northwest SHRM Student Chapter of National Society for Human Resource Management. Re-established inactive student SHRM chapter. Spring 2011 – 2018
Chair, Faculty Development Committee, School of Business and Economics, 2016 - 2017
Member, Faculty Development Committee, School of Business and Economics, 2011 – 2016
Member, Curriculum Committee, School of Business and Economics, 2012 – 2016
Member, Strategic Planning Committee, School of Business and Economic, 2010 – 2011; 2015 - 2016
Member, Ad-Hoc Committee on Leadership Transition, School of Business and Economics IUN, Spring 2011
Member, Marketing Committee, School of Business and Economics, 2010 – 2011

Service to Professional Organizations

Speaker, Northern Indiana Human Resource Managers Association, Michigan City, IN, March, 2016 Featured topic: Legal Issues in Workplace Bullying.
Speaker, Northern Indiana Human Resource Managers Association, Michigan City, IN, March, 2014 Featured topic: Workplace Bullying: Do you know it when you see it?
Invited Speaker, Northwest Indiana Society of Human Resource Management, Merrillville, IN Fall 2013 Featured Luncheon Speaker – Topic Workplace Bullying
Speaker, Eastern Indiana Society of Human Resource Management, Richmond, IN Fall 2011 Featured Luncheon Speaker – Topic HR Metrics: What you need to know. With C. Hobson
Speaker, Northwest Indiana Society of Human Resource Management, Chesterton, IN Spring 2011 Featured Luncheon Speaker – Topic HR Metrics: What you need to know. With C. Hobson

Community Service

Facilitator, Small Business Academy @ IUN, Human Resource Management module, Spring 2019 – ongoing.
Indiana State EMS Certification, State Fire Marshals Office, Indiana Department of Homeland Security, 2015 –2017. Working with Center for Management Development to assist with validation of statewide EMS certification exam. Also working on developing affirmative action/applicant development program for statewide EMS certification program.
Consultant, City of Portage, IN, Fire Department, Spring 2015 – Summer 2016.
Working with the City of Portage Fire Department to update job descriptions and better align performance appraisals for 5 positions in the service. Conducting job analyses and creating job descriptions for higher level administrative/political appointee positions. Project provides service and internship opportunity for several students.

Presenter, Work One, Indiana Dept. of Workforce Development, Glen Park, Gary, IN, Spring 2014.
Through Center for Management Development, presented training seminars on Conflict Resolution and Managing Diversity in management development program for long term unemployed professionals and managers.

Consultant, City of Gary, HR Department, 2013-2014.
Worked with the City of Gary Human Resources Department to initiate and complete job analyses and job description updates for more than 60 city jobs. Created a service learning project for students in graduate HR and graduate non-profit HR classes.

Facilitator, Gary Community Schools Corporation, Strategic Planning Process, 2013-2014.
Assisted Strategic Planning Committee Chair with initial implementation of strategic planning process for GCSC Board and stakeholders.

MARQUETTE UNIVERSITY

Faculty Initiate, Delta Sigma Pi Professional Business Fraternity, MU Chapter, Spring 2008

Member, Search Committee for the AMUW Women's Chair in Humanistic Studies, Marquette University, Fall 2007 – Spring 2010.

Member, Honors Faculty Advisory Council, Honors Program, Marquette University (2004 – 2010)

College of Business Representative, CCRC, University Committee on Core of Common Studies, Charged with assessment duties, Marquette University (2004 – 2005)

Session Facilitator, Fifth Annual Jesuit Core Curriculum Conference, Marquette University, "Educating for a World of Change, Conflict, and Promise", March 17 – 18, 2005

Co-Faculty Advisor, Multicultural Business Organization, Marquette University, 2002 - 2004

Member, Undergraduate Curriculum Committee, College of Business Administration, 2003 – 2004

Participant, Roundtable Faculty Session, Service Learning Office, Spring 2002.

Volunteer, assistance planning and presentation of Career Sessions (series of presentations for nursing students on career/HR/training issues), College of Nursing, Fall 2002.

Volunteer, Mission Week 2001 for activities on campus.

Participant: Heartland Delta Conversations IV: "Jesuit Education, Justice and the Marginalized: A Discussion about Race, Class, Gender and Sexual Orientation." Xavier University, Cincinnati, OH, April 27 – 29, 2001.

Past President, Board of Directors, City Ballet Theatre, Milwaukee, WI. 2005 - 2007

Member Board of Directors 2001 – 2007.

HONORS AND AWARDS

2018 Nominated for Founder's Day Campus wide Teaching Award, IUN

2018 Recognized by Office of Academic Affairs for Annual Survey of Graduating Seniors

2015 Harris Bank Faculty Engagement and Service Award, School of Business and Economics

2015 Harris Bank Faculty Award for Outstanding Research and Scholarly Activity, School of Business and Economics, IUN

- 2015 Finalist, Diversity Advocate Award, Office of Diversity and Inclusion and Multicultural Affairs, IUN
- 2014 Nominated for Founder's Day Campus-wide Teaching Award, IUN
- 2014 Nominated for membership into FACET – Faculty Colloquium on Excellence in Teaching, Indiana University System
- 2013 Harris Bank Faculty Outstanding Service Award, School of Business and Economics
- 2012 Nominated for membership into FACET – Faculty Colloquium on Excellence in Teaching, Indiana University System
- 2011/12 Online course development grant, IUN Center for Innovation, Scholarship of Teaching & Learning
- 2011 IUN Summer Faculty Fellowship
- 2010-11 IUN Diversity Program Fellows Grant, co-investigator Dr. Subir Bandyopadhyay
- 2005 College of Business Administration Research Grant, Marquette University
- 1999 Women's Studies Graduate Research Fellowship, Texas A&M University
- 1998 Invited participant, Gender and Diversity in Organizations Division Doctoral Consortium, Academy of Management National Meeting
- 1996-97 Finalist, 1996-97 Women's Faculty Network Scholarship, Texas A & M University

PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

- 2018 AACSB Annual Accreditation Conference, Washington D.C.
- 2018 Aspiring Leaders Seminar, AACSB, Tampa FL
- 2014 Applying the QM Rubric (2011-2013 Rubric) Certification, Quality Matters – National Online Teaching Review Process
- 2014 IU Northwest Online Teaching Certification, Center for Innovation and Scholarship of Learning and Teaching, IUN
- 2014 Foundations of Organizational Ombudsman Practice, International Ombudsman Association
- 2013 Gateway to Graduation, Critical Thinking Training on Paul & Elder Model, Indiana University/Purdue University, Indianapolis
- 2011 Indiana University Northwest Mediation Training, IUPUI/IUN.

TEACHING

Teaching Interests

- Human Resource Management
- Critical Thinking
- Strategic Staffing
- Training and Development
- Diversity in the Workplace
- Organizational Behavior
- Principles of Management
- Gender and Organizations

COURSES TAUGHT

Indiana University Northwest

Undergraduate

Critical thinking, Decision Making and Advocacy
Diversity and Leadership
Principles of Business Administration
Training and Development
Personnel – Human Resource Management
Personnel – Human Resource Management – Online

Graduate

Human Resource Management – Weeknight MBA
Human Resource Management – Weeknight MBA Hybrid
Accelerated Human Resource Management – Weekend MBA
Graduate Online Graduate Independent Study

Professional Practice In Management (Supervisor, student internships and independent studies)

COURSE DEVELOPMENT

Critical Thinking, Decision Making and Advocacy –
Undergraduate (Fall 2018)
Strategic Staffing (2018)
Diversity and Leadership – Undergraduate (Spring 2016)
Strategic Staffing – Undergraduate (Summer 2019)

Utilize **Canvas** for all courses (early adopter – 2014). This includes use of testing and assignment functions, as well as messaging and discussion forums. Utilized experiential/ service learning in graduate weeknight MBA HR course in conjunction with SPEA instructor.

Marquette University

Management of Human Resources – Graduate and Undergraduate
Training and Development – Graduate and Undergraduate
A General Manager's Perspective on Human Resource Management – Graduate
Graduate Independent Study – Trends in Executive Coaching

Taught above classes, including multiple sections, on an annual basis. Adopted D2L in all graduate and undergraduate courses (Spring 2005). Utilized Service Learning as an option in undergraduate HRM class. Successfully introduced Service Learning as a requirement in undergraduate Training and Development.

PROFESSIONAL (NON-ACADEMIC) EXPERIENCE

Organizational Consultant (1994)

Worked with St. Agnes Stores, San Antonio, Texas, to conduct employee attitude surveys and assess organizational climate for managerial transition.

Job Training Partnership Act Counselor (1992, 1993)

Virgin Islands Department of Labor, Christiansted, St. Croix, U.S. Virgin Islands

Screened and provided initial training and on-going monitoring for high school students seeking summer employment through the V.I. Department of Labor's Hire-A-Youth Summer Program. Responsibilities included administrative support, payroll preparation and on-site visitations. Coordinated Motivational Skills Program with University of the Virgin Islands for students needing remedial classroom training prior to summer employment.

Account Executive (1988-1990)

Professional Corporate Service Group, St. Croix, U.S. Virgin Islands

Customer service representative/Account manager for several foreign sales corporations. Managed accounts. Trained incoming employees.