

MELISSA L. GRUYS, PH.D., SPHR, SHRM-SCP

Office Address

Purdue University Fort Wayne
Richard T. Doermer School of Business

SUMMARY OF QUALIFICATIONS:

- 22+ years of experience in progressively responsible academic roles and administration across three institutions
- Accomplished record of research, teaching, and service (earning Full Professor rank at two institutions)
- Extensive human resources, supervisory, personnel, hiring experience – including serving on over 40 academic search committees (chairing a majority)
- Strong shared governance experience and approach
- Expertise in assessment and accreditation – at course, curricula, department, college and institutional levels; Leadership in Higher Learning Commission (HLC) university accreditation and AACSB business school accreditation
- Strategic planning expertise – at all levels of the university and in non-profit organizations
- Diversity, equity and inclusion advocate with innovative initiatives and proven results
- Demonstrated experience in growing enrollments and enabling student success
- International collaboration – spearheaded new international agreements in several countries; and created recruiting mechanisms and scholarships for students in Morocco
- Strong budgetary experience in a complex organization and unit – manage a \$5.3M budget and a \$7.8M endowment
- Successful fundraising experience – efforts raised \$3.7M+; increased the average number of gifts by 373% and dollar amount raised annually by 678% within five years
- Experience in and commitment to use of quantifiable measures of performance and data-driven decision-making
- Advocate for accountability, excellence, collaboration and consensus building
- Community non-profit Board of Directors experience

EDUCATION

- Ph.D. University of Minnesota, 2000**
Human Resources and Industrial Relations
Areas of emphasis: 1) Organizational Behavior/Organization Theory
2) Staffing, Training, and Development
- B.A. University of Minnesota, Morris, 1994**
Majors: Management, Economics, Speech Communication
Magna Cum Laude, Scholar of the College, Honors Program

CERTIFICATIONS AND TRAINING

- SHRM-SCP Society for Human Resource Management – Senior Certified Professional Certification, 2015**
Society for Human Resource Management
*Recertify every three years based on Continuing Education credits
- SPHR Senior Professional of Human Resources Certification, Recertified in 2019**
Human Resource Certification Institute
*Original certification in 2000 - recertify every three years based on Continuing Education credits
- LFW Leadership Fort Wayne – Fort Wayne, Indiana, 2019-2020**
Yearlong program aimed to train, prepare, and inspire individuals with demonstrated leadership qualities to positively greater the Greater Fort Wayne/Allen County through meaningful engagement
- ACE American Council on Education, Regional Leadership Forum, 2015**
Training on leadership skills in critical areas such as fundraising, risk management, crisis response, strategic planning, and career development
- AACSB Aspiring Deans Conference Attendee, 2014**
Association to Advance Collegiate Schools of Business (AACSB)
- HERS Higher Education Resource Services (HERS) Summer Institute, 2012**
Selected by the Wright State University Office of the President to attend the Higher Education Resource Services (HERS) Summer Institute - addresses leading change, strategic planning, finance & budgeting, higher educ. law, diversity, info. technology, fundraising, accreditation, and communication

PROFESSIONAL EXPERIENCE

Purdue University Fort Wayne, Richard T. Doermer School of Business

Dean and Professor of Management

2016 - Present

Purdue University Fort Wayne (PFW) is a Carnegie classified institution (in the category Master's Colleges & Universities – Larger Programs). Enrolling 8,600+ students, PFW is part of the Purdue University System. As Dean of the Doermer School of Business, I oversee 102 employees: 40 full-time faculty (tenure track, tenured, clinical, lecturers and visiting), 43 adjunct instructors, 15 staff, 4 Graduate Assistants. I manage the Student Success Center for academic advising, professional development, and community outreach. The Doermer School of Business serves 1,100+ undergraduate students (pursuing seven majors: Accounting, Economics, Finance, Management, and Marketing, Money & Banking, and Hospitality Management) and 130+ MBA students (nearly 25% of the graduate students on campus). I manage a \$5.3M total budget and the \$7.8M endowment. The business school educates 16.7% of students on campus (all of whom pay higher differential tuition) on 3.8% of the university budget.

- School of Business undergraduate and MBA program enrollment increased by 35% and 106%, respectively in the last five years (with 2% UG and 39% MBA increases in fall 2020 despite COVID)
- Total credits hours for academic year increased by 17% in the last four years
- School of Business improved first-year full-time student retention rate by 4.3% in the last two years
- Manage all strategic and operational aspects of the Doermer School of Business, including personnel, operations, curriculum, community engagement and outreach, and faculty recruiting, hiring, reappointment, and promotion and tenure processes; also supervise Community Research Institute and the Center for Economic Education
- Fundraising and development
 - In the last five years, dramatically increased fundraising for the Doermer School of Business
 - Increased average annual number of gifts by 373%
 - Increased average annual dollar amount raised by 678%
 - Successful fundraising efforts totaling over \$3.7M - allowed purchase of an existing building which has become the new Richard T. Doermer School of Business Building – facilitated an additional \$1.75M design and renovation project for the building
 - Fully fund through grants and fundraising student international travel in Special Studies in International Business program (founded 20 years ago) – travel, accommodations, transportation, and meals provided at *no cost* to students. Have earned \$125,000 in grants within the last five years to support the program
 - Manage the School’s \$7.8M Endowment and other endowed scholarships (gaining five new ones last year) which have awarded over \$1M in student scholarships in the last five years
- International collaborations and partnerships
 - Spearheaded new collaborative international agreements with universities in Morocco, Romania, and Spain
 - Developed a partnership with a federation of private schools in Morocco (more than 5,000 schools)
 - Conducted university recruiting in Morocco for all PFW programs
 - Received full university support to provide 24 renewable scholarships to Moroccan students at Purdue Fort Wayne. The scholarships are currently on hold due to the Moroccan Embassy being closed due to COVID, but the agreement will generate over \$400,000 of additional tuition revenue for the university after all expenses when it convenes
- Diversity Equity and Inclusion (DEI)
 - Chair of university-wide DEI Committee
 - Executive Champion from Top Strategic Planning Leadership Team to DEI Strategic Action Planning Team

- Increased racial diversity of Doermer School of Business within five years:
 - Faculty diversity increased by 44%
 - Staff diversity increased by 43%
 - Undergraduate diversity increased by 44%
 - Graduate student diversity increased by 36%
- Chief Diversity Officer (CDO) Search Committee member
- Chair of PFW Strategic Planning DEI Action Planning Committee
- Lead for DEI Task Force for COVID-19 Planning
- Built a Start Smart/Work Smart program: Earned a grant from American Association of University Women to start a Start Smart/Work Start pay negotiation program aimed at addressing the gender pay gap for women – for students and community members; Launched the program and facilitated over 19 seminars (each 2.5 hours), serving *165 total students*; Recruited and mentored over 27 volunteers who will facilitate seminars in our program and at another area university
- Highly diverse faculty in Doermer School of Business, including nearly half of the faculty from eleven countries around the world
- Created a Doermer School of Business Bridge Program for underrepresented students – to better prepare them for entry to college and academic success (held the summer before entering as a freshman)
- Nominated for 2021 Champions of Change award from Greater Fort Wayne (GFW), Inc. and GFW Women’s Network - celebrating those who mentor and empower women in Allen County, Indiana
- Accreditation – university and school levels
 - University Accreditation Steering Committee for Higher Learning Commission (HLC) accreditation -- Co-Chairing the subcommittee addressing Standard 1 on Strategy
 - Member of PFW DOE, HLC, ICHE, Disciplinary Accreditation Compliance Task Force for COVID-19 Planning
 - Hired when the School of Business was in severe AACSB difficulties and was instrumental in us successfully earning re-accreditation one year later (with no continued review)
 - Received 6 commendations from the AACSB visiting team, including the following commendation and direct quote: “Dean Melissa Gruys is providing strong leadership to the college and is bringing much needed stability to DSB’s operations. The peer review team is impressed with Dean Gruys success in making necessary revisions in strategic plans, improving the Assurance of Learning Program, rallying the faculty behind the upcoming continuous improvement review visit and for providing a much needed sense of stability. The University is fortunate in having found a dean with her skills set and abilities. At the very least the University should support Dean Gruys in the coming years to the full extent of its ability. Continued turnover will jeopardize the survival of the school as an accredited Business School.”

- AACSB business school accreditation – School of Business Accreditation and Continuous Improvement Committee (ACIC)
- Invited to serve as an AACSB Peer Review Team Member for accreditation reviews for three universities, 2020; 2021
- Implemented new business school model of six task forces comprised of faculty and staff to participate in the accreditation process
- Student Success
 - Doermer School listed as one of the Best Business Schools in *U.S. News and World Report* (includes only AACSB accredited schools)
 - First-time Certified Public Accountancy (CPA) pass rates for our students: national ranking of top 6% among all universities and the top pass rate among all state universities in Indiana (with only Notre Dame, a private university, outperforming our students); ranked in the top 15% nationally for four years running
 - Online Management and Marketing majors ranked 27th in the nation for 2020-2021 by *U.S. News and World Report*
 - Passport to Success professional development program (students earn points in the program over their academic careers by engaging in professional development activities); The program offered more activities in 2020-2021 than ever before (despite most activities being online due to COVID)
 - Implemented *Suitable* phone application for tracking Passport to Success points
 - Developed successful Living Learning Community (LLC) in collaboration with Purdue Fort Wayne Student Housing – where business majors live, study, and socialize together
- Strategic Planning Experience
 - Played critical role on university level Strategy Planning Leadership Team
 - Executive Champion for university level Diversity Equity, and Inclusion (DEI) Strategic Action Planning Team
 - Led Doermer School of Business Strategic Planning - implemented strategic initiatives of increased online and hybrid course offerings and increased community engagement
- Curriculum
 - Led departments to introduce new majors, concentrations, and certificates (e.g., financial economics major and minor, human resources MBA concentration)
 - Introduced a more flexible curriculum, which offers more accelerated, online, and hybrid programs and courses (e.g., three-year pathways to undergraduate degrees, a one-year online/hybrid MBA program, two fully online undergraduate majors).
 - In collaboration with the PFW School of Music, a unique new Music Industry major was introduced in conjunction with Sweetwater Sound, the worldwide leader in music equipment sales and service, that incorporates the business minor into the degree requirements; and a 4+1 programs for student to earn their MBA in one year following graduation

- Research
 - Outstanding research record - featuring 20+ peer-reviewed articles in high quality journals, including 4 top tier articles in my discipline (three in *Journal of Applied Psychology* and one in *Journal of Management*). Statistics from ResearchGate and GoogleScholar: Research Interest score of 1,114 (a score higher than 93% of researchers on ResearchGate) and 57,571 article reads; GoogleScholar - 2,884 citations; *h-index* = 16
- Visibility and community partnerships
 - Founding Member, Women in Business Education (WIBE) - A global community to champion women in business academia
 - Invited Member - European Marketing and Management Association
 - Board of Directors Member (At Large), Mid-American Business Deans Association
 - Board of Directors, YWCA of Greater Fort Wayne - and Human Resources Committee
 - Board of Directors, Northeast Indiana Human Resource Association (NIHRA) - Elected Diversity and Inclusion Chair for 2022
 - Onboard Fort Wayne Program “Connector” – serve as a mentor to one or two new member(s) of the Fort Wayne community
- Manage academic performance and viability metrics for business departments
 - DSB majors have very high retention – the five-year average student attrition rate across all DSB majors for 2020 was 6.41% (some majors have attrition this year as low as 0.0%)
 - DSB has excellent graduation efficiency rates – the six DSB majors are in the top 11 highest graduation efficiency five-year average rates university wide
- Serve on important university level initiatives and committees:
 - Academic Officers Council (AOC)
 - Retention Committee
 - Enrollment Management Committee
 - Dean’s Council
 - University Council
 - Professional Development and Succession Planning Task Force
- COVID Decision-making and preparedness - Member of university-wide PFW Prepared Committee for Post-COVID-19 return to campus; Member of PFW Prepared Instructional Preparedness Subcommittee; Member of PFW Ready Committee for campus return in fall 2021
- Supervise three department Chairs in course scheduling, faculty reviews, and tenure and promotion applications, and hiring of adjunct instructors
- Successfully gained 8 additional full-time FTE faculty lines, 3 visiting faculty lines, and 3 staff positions for the School of Business
- Focus on faculty mentoring and professional development for all faculty and staff

Wright State University, Raj Soin College of Business

Chair, Department of Management & International Business	<i>2012 - 2016</i>
Professor of Management	
and	
Director, Human Resources Certificate Program	<i>2013 – 2016</i>
Director Junior Leadership Dayton Program	<i>2011 - 2016</i>

Wright State University is a Carnegie classified institution (in the category Doctoral Universities: High Research Activity – R2), enrolling over 18,000 students. As Chair of the Management and International Business Department, I oversaw 12 full-time faculty, over 15 adjunct instructors, 2 staff, 4 Graduate Assistants, and 5 undergraduate student workers

- Teaching (over 10 years at Wright State): Taught management and human resource management courses; Student evaluations – average of 4.5 out of 5.0 across 58 sections and 3,100+ students
- Served 450 undergraduate majors - 260 Management majors, 110 HR majors, and 80 International Business majors (34% of total undergraduate business students)
- Managed budget, course scheduling, faculty reviews, and tenure and promotion applications, and hiring of adjunct instructors
- Managed an annual total budget of \$2.5M
- An efficient department, producing the highest number of Student Credit Hours per faculty FTE across the six departments in the Raj Soin College of Business
- Department offers three majors: Management, Human Resources, and International Business and three minors: Management, International Business, and International Trade
- Served over 155 MBA students pursuing concentrations in 1) Management, Innovation and Change, 2) Project Management, and 3) International Business (45% of total MBA students)
- Initiated, developed, and implemented a new Human Resources Certificate Program (Pilot program began in Fall 2014; full program began in Fall 2015) – program attracted over 50 enrollees within one academic year with only word-of-mouth advertising
- Offered over 125 sections per year of management and international business classes for undergraduates and MBA students, with over 65 of the sections being business core service courses offered to all business majors in the college
- Directed Junior Leadership Dayton program at the Wright State Campus – annually conducted five program days and graduation ceremony on campus for high school students from 20+ schools in the region
- Appointment with the Office of Equity and Inclusion to design a Train the Trainer program of facilitators to train all Search Committees on campus – this very successful project resulted in the American Association of University Professors (AAUP) faculty union requiring all Search Committee Chairs and highly recommending all Search Committee Members university-wide to take the training
- Co-Chaired a university wide Gender-Based Violence Task Force to develop a set of policy recommendations to promote prevention of violence and care for

- victims/survivors – resulting in hiring a Title IX Coordinator and many other substantial university actions
- Served on the Strategic Planning Committee responsible for ongoing AACSB accreditation oversight
 - Served for two years as Chair for Campus Scholarship and Innovation Campaign (CSIC) for the college to solicit donations from faculty, staff, and alumni
 - Increased the number of donations by 71% and increased the amount of funds donated by 285%
 - Success in this role led me to invitation to serve on the CSIC Unit Chair Committee to share best practices across the university
 - Successfully recruited 6 outstanding tenure track faculty and 3 visiting professors
 - Supervised 31 internships (22 UG and 9 graduate) and 4 independent studies
 - Increased organization of and support for student internships and service learning
 - Led curriculum review and implementation of innovative new courses
 - Focused on faculty mentoring, co-authoring with faculty colleagues, and professional development for all faculty and staff (including Adjunct Instructors)
 - Served on and led important university level initiatives and committees:
 - Faculty Governance - served multiple terms on Graduate Council and Graduate Council Student Affairs Committee
 - Served on the university level Wright State Research Council
 - Member of inaugural university Outside Interest Committee for Research Council
 - Member, Undergraduate Curriculum Review Committee
 - Liaison Member, General Education Assessment Committee
 - Member, Service Unit Evaluation Committee – to evaluate the Wright State University Human Resources function
 - Member, Higher Learning Commission (HLC) Steering Committee
 - Subcommittee Co-Chair, Higher Learning Commission Steering Committee
 - Raj Sooin College of Business:
 - Dean's Top Management Team
 - Chair, Campus Scholarship and Innovation Campaign
 - Chair, Graduate Programs Committee
 - Co-Chair, Vision, Mission, and Values Steering Committee
 - Raj Sooin College of Business Information Technology Committee
 - AACSB Faculty Classification Committee
 - Raj Sooin College of Business Pilot Study on Entrance Requirements Committee
 - AACSB Strategic Management and Innovation Committee
 - Strategic Planning Committee
 - Organizational Effectiveness Lecture Series Steering Committee
 - Earned teaching workload reduction for research productivity (four years) – by publishing 200%+ of the departmental P&T requirement within the past five years
 - Served on search committees for a new College of Business Dean, university VP for Graduate Studies, 3 faculty, and two staff members (Chairing one)
 - Served on 2 dissertation and 1 written qualifying exam committees

Wright State University, Raj Soin College of Business

Associate Professor

2008 – 2012

Coordinator and leadership positions, as listed below

- Course Scheduling Coordinator for HR Major - Appointed by the Department Chair to coordinate class scheduling for the entire human resources major
- Coordinator for Human Resource Senior Seminar Capstone Course (a two semester extended serving learning course) – All HR majors conducted service learning student projects for over 25 community partner organizations (small businesses and non-profit organizations); I logged over 2,000 consulting hours – and our students an additional 4,000 consulting hours
- Co-Chaired Strategic Planning at the department and college levels
- Co-Chair of AACSB Assurance of Learning for the college
- Served on important university level initiatives and committees:
 - Faculty Governance - served on Graduate Council and Graduate Council Student Affairs Committee
 - Served on the university level Wright State Research Council
 - Member of inaugural university Outside Interest Committee for Research Council
 - Member, Higher Learning Commission Steering Committee
 - Subcommittee Co-Chair, Higher Learning Commission Steering Committee
- Management Major Curriculum Review Committee – revised the curriculum for semester conversion
- Human Resources Major Curriculum Review Committee – revised the curriculum for semester conversion
- International Business Major Curriculum Review Committee – revised the curriculum for semester conversion
- AACSB Faculty Classification Committee
- University Information Technology Committee
- Faculty Advisor for the Human Resources Club
- Served on search committees for 3 faculty and two staff members (Chairing two)
- Served on 7 dissertation, 2 master's thesis, and 4 written qualifying exam committees

Wright State University, Raj Soin College of Business

Assistant Professor

2006 – 2008

- Spearheaded complete review and revision of the Human Resources major curriculum to comply with the Society for Human Resource Management (SHRM) Curriculum Guidelines
- Served on search committees for a Department Chair and 2 faculty
- AACSB Faculty Classification Committee
- University Information Technology Committee, Faculty Advisor for the Human Resources Club
- Department of Management and International Business, Scholarships and Awards Committee

Washington State University-Vancouver, College of Business and Economics

Washington State University-Vancouver is one of six Washington State University campuses. System wide, Washington State University is a Carnegie classified institution (in the category Doctoral Universities: Very High Research Activity). Research requirements equivalent for faculty at all campuses in the system.

Assistant Professor

1999 - 2006

Department of Management and Operations

- Taught management and human resource management courses
- Won Washington State University-Vancouver's Dean's Award for Teaching - across all colleges and departments on campus
- Won Outstanding Service Award – system-wide Washington State University, College of Business and Economics award for the best Faculty Academic Advisor across four Washington State University campuses
- Student evaluations – average of 3.1 out of 4.0 across 40 sections and 1,400+ students
- Fully responsible for Human Resources (HR) major (only full-time faculty member in HR); mentored all adjunct faculty teaching HR courses
- Faculty Facilitator - Developed and facilitated Teamwork Training for all Washington State University Vancouver business students
- Academic advisor for 35 to 45 undergraduate students
- Served on 2 dissertation and 40 MBA oral exam committees (chair of 16)
- Served on 8 faculty and staff search committees
- Supervised 31 undergraduate internships and 1 graduate independent study
- Faculty Advisor for the Human Resources Club
- Founding Charter Board of Directors Member, Southwest Washington Human Resource Management Association (a Society of Human Resource Management Professional Chapter)

University of Minnesota, Carlson School of Management

Instructor

1995-1996

Department of Human Resources and Industrial Relations

& 1999

- Full responsibility for course design, grading, etc.
- Sections of 50 students each
- Student evaluations – average of 4.8 out of 5.0 across 5 sections

Research Assistant

1994-1998

Department of Human Resources and Industrial Relations

- Worked with Paul R. Sackett, Richard Arvey, and Yijang Wang
- Conducted research on various projects

University of Minnesota – Morris

University of Minnesota – Morris is a small, highly selective liberal arts campus in the University of Minnesota system, with an enrollment of approximately 2,000 students.

Research Assistant

1993-1994

Morris Academic Partnership Undergraduate Research Program

Teaching Assistant

1994

- Assisted with a speech communication course - met individually with 35 students to review their speeches; provided developmental feedback at each meeting
- Student evaluations – average of 4.9 out of 5.0

PEER REVIEWED JOURNAL PUBLICATIONS (* indicates articles published with a student author)

- *Brock Baskin, M., **Gruys, M. L.**, Winterberg, C. A., & Clinton, M.S. (2020). Monkey See, Monkey Do, Monkey Tell? Exploring the Relationship between Counterproductive Work Behavior Engagement and the Likelihood of Reporting Others. *Ethics & Behavior*, <https://doi.org/10.1080/10508422.2020.1860767>.
- Zampetakis, L., **Gruys, M. L.**, Munshi, N., & Dewett, T. (2014). Ideas and implementation: The effective implementation of novel marketing programs in small–medium sized Greek firms. *Creativity and Innovation Management*, 23(2), 168-182.
- *Lyons, B. D., Mueller, L. M., **Gruys, M. L.**, & Meyers, A. J. (2012). A reexamination of the Web-based job demand for PHR and SPHR certifications in the United States. *Human Resource Management*, 51(5), 769-788.
- Helford, M. C., Stewart, S. M., **Gruys, M. L.**, & Frank, R. A. (2012). Perceptions of workforce reentry, career progression, and lost income among stay-at-home moms and stay-at-home dads. *Journal of Leadership, Management & Organizational Studies*, 2(1), 1-14.
- Bowling, N.A., Burns, G.N., Stewart, S.M., & **Gruys, M.L.** (2011). Conscientiousness and agreeableness as moderators of the relationship between neuroticism and counterproductive work behaviors: A constructive replication. *International Journal of Selection and Assessment*, 19(3), 320-330.
- Gruys, M. L.**, & Bright, D. S. (2011). A service-oriented approach to teaching human resource management. *Journal of Human Resources Education*, 5(1), 13-31.
- Gruys, M. L.**, Munshi, N., & Dewett, T. (2011). When antecedents diverge: Exploring novelty and value as dimensions of creativity. *Thinking Skills and Creativity*, 6(2), 132-137.
- Gruys, M. L.**, Stewart, S. M., & Bowling, N. A. (2010). Choosing to report: Characteristics of employees who report the counterproductive work behavior of others. *International Journal of Selection and Assessment*, 18, 439-446.

- *Stewart, S. M., **Gruys, M. L.**, & Storm, M. (2010). Forced distribution performance evaluation Systems: Advantages, disadvantages, and keys to implementation. *Journal of Management and Organization*, 16, 168-179.
- Bowling, N. A. & **Gruys, M. L.** (2010). Overlooked Issues in the Conceptualization and Measurement of Counterproductive Work Behavior. *Human Resource Management Review*, 20, 54-61.
- ***Gruys, M. L.**, Stewart, S. M., & Patel, T. (2009). Business etiquette in twelve countries: Special considerations for female expatriates. *International Journal of Management Practice*, 4(1), 51-75.
- Gruys, M. L.**, Stewart, S. M., & Goodstein, J., Bing, M. N., & Wicks, A. C. (2008). Values Enactment in Organizations: A Multi-Level Examination. *Journal of Management*, 34(4), 806-843.
- Dewett, T. & **Gruys, M.L.** (2007). Advancing the case for creativity through graduate business education. *Thinking Skills and Creativity*, 2(2), 85-95.
- Gruys, M. L.** & Stewart, S. M. (2007). Teaching human resource management concepts with experiential exercises. *Journal of Human Resources Education*, 1(1), 38-57.
- Probst, T. M., Stewart, S. M., **Gruys, M. L.**, & Tierney, B. W. (2007). Productivity, counter-productivity, and creativity: The ups and downs of job insecurity. *Journal of Occupational and Organizational Psychology*, 80, 479-497.
- Stewart, S. M., Bing, M. N., **Gruys, M. L.**, & Helford, M. C. (2006). Men, women, and perceptions of work environments, organizational commitment, and turnover intentions. *Journal of Business and Public Affairs*, 1(1), Online journal.
- *Berry, C. M., **Gruys, M. L.**, & Sackett, P. R. (2006). Educational attainment as a proxy for cognitive ability in selection: Effects on levels of cognitive ability and adverse impact. *Journal of Applied Psychology*, 91: 696-705.
- Gruys, M. L.** & Sackett, P. R. (2003). The dimensionality of counterproductive work behavior. *International Journal of Selection and Assessment*, 11(1): 30-42.
- *Caldwell, C., **Gruys, M. L.**, & Thornton, G. C. III. (2003). Public safety assessment centers: A steward's perspective. *Public Personnel Management*, 32(2): 229-249.
- *Caldwell, C., Thornton, G. C. III, & **Gruys, M. L.** (2003). Ten classic assessment center errors: Challenges to selection validity. *Public Personnel Management*, 32(1): 73-88.
- This paper is cited as a reference at the Office of Personnel Management website, explaining the appropriate use of Assessment Centers for selection and testing and can be found at <https://www.opm.gov/policy-data-oversight/assessment-and-selection/other-assessment-methods/assessment-centers/>.

Ellingson, J. E., **Gruys, M. L.**, & Sackett, P. R. (1998). Factors related to the satisfaction and performance of temporary employees. *Journal of Applied Psychology*, 83(6): 913-921.

Sackett, P. R., **Gruys, M. L.**, & Ellingson, J. E. (1998). Ability-personality interactions when predicting job performance. *Journal of Applied Psychology*, 83(4): 545-556.

NON-REFEREED PUBLICATIONS

Gruys, M. L. (2006). *Tobacco in the workplace: Personal rights versus organizational policies and legal requirements*. Human Resource Management Module for Houghton Mifflin.

REFEREED CONFERENCE PRESENTATIONS (* indicates presentation with a student author)

Bergman, M. E., Bachiochi, P.D., Dalal, R.S., **Gruys, M. L.**, & Zickar, M. J. (2017, April). *Administration CAN be good*. Panel discussion presented at the 32nd annual conference of the Society for Industrial and Organizational Psychologists, Orlando, Florida.

Gruys, M. L., Bowling, N. A., & Stewart, S. M. (2011, August). *Characteristics of employees who report various counterproductive work behaviors of others*. In S. Stewart and M. Gruys (Chairpersons), *New discoveries of antecedents and correlates of counterproductive work behavior*. Symposium presented at the annual conference of the American Psychological Association, Washington, DC.

Stewart, S. M. & **Gruys, M. L.** (2011, August). *New discoveries of antecedents and correlates of counterproductive work behavior*. Symposium Chairpersons at the annual conference of the American Psychological Association, Washington, DC.

Stewart, S. M., Bowling, N. A., & **Gruys, M. L.**, (2011). *Reports of Mistreatment by Student Affiliates of SIOP*. 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, Illinois.

*Graso, M., Probst, T. M., Westaby, J., & **Gruys, M. L.** (2010). *Selecting leaders: Race, gender And age and the 2008 election*. 25th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta, Georgia.

Gruys, M. L. & Stewart, S. M. (2009). *New Directions in Counterproductive Work Behavior Research*. Presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, Louisiana.

***Gruys, M. L.** & Bisignani, A. (2007). *Tobacco in the workplace: Personal rights versus organizational policies and legal requirements*. Presented at the River Cities Industrial-Organizational Psychology Conference. Highland Heights, Kentucky.

- Gruys, M. L. & Dewett, T.** (2007). *Advancing the case for creativity through graduate education*. Presented at the River Cities Industrial-Organizational Psychology Conference. Highland Heights, Kentucky.
- Gruys, M.L.** (2007, April). *Misbehavior and outcomes at work: Prediction, explanation, and consequences*. Chair of symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York, New York.
- Gruys, M. L., Stewart, S. M., & Probst, T. M.,** (2006, May). *Impact of job insecurity on employee creativity and counterproductivity*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, Texas.
- Gruys, M. L., Stewart, S. M., Goodstein, J., & Wicks, A. C.** (2005, August). *Walking the talk: Developing and testing a model of values based performance*. Paper presented at the annual conference of the Academy of Management. Honolulu, Hawaii.
- ***Berry, C. M., Gruys, M. L., & Sackett, P. R.** (2004, April). *Educational attainment as a proxy for cognitive ability in selection: Effects on levels of cognitive ability and adverse impact*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, Illinois.
- This paper (with C.M. Berry, student co-author), was awarded the John C. Flanagan Award Outstanding Student Contribution.
- Burroughs, S. M. & Gruys, M. L.** (2004, April). *Establishing law and order in cyberspace: Understanding and controlling email bullying*. In S. Burroughs and M. Gruys (Chairpersons), *Bullying in the workplace: Foundations, forms, and future directions*. Symposium presented at the 19th annual conference of the Society for Industrial and Organizational Psychology. Chicago, Illinois.
- Burroughs, S. M. & Gruys, M. L.** (2004, April). *Bullying in the workplace: Foundations, forms, and future directions*. Symposium chairpersons at the 19th annual conference of the Society for Industrial and Organizational Psychology. Chicago, Illinois.
- Gruys, M. L. & Burroughs, S. M.** (2004, April). *Studying counterproductive workplace behavior: Overcoming challenges and offering future directions*. Leaders of Roundtable Discussion at the 19th annual conference of the Society for Industrial and Organizational Psychology. Chicago, Illinois.
- Gruys, M. L., & Sackett, P. R.** (1998, April). *Educational attainment as a proxy for cognitive ability in selection*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, Texas.
- Gruys, M. L., Sackett, P. R., & Ellingson, J. E.** (1997, April). *Ability-personality interactions when predicting job performance*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, Missouri.

Ellingson, J. E., Gruys, M. L., & Sackett, P. R. (1997, April). *Satisfaction and performance of voluntary and involuntary temporary employees*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, Missouri.

Gruys, M. L. (1994, March). *The organizational socialization of new students at the University of Minnesota, Morris*. Paper presented at the DePauw University Undergraduate Honors Speech Communications Conference. Greencastle, Indiana.

Gruys, M. L. (1994, April). *An application of Cheney: The socialization of new college students*. Paper presented at the Annual Red River Valley Speech Communication Conference. Fargo, North Dakota.

OTHER PRESENTATIONS AND ADDRESSES

Gruys, M. L. (2007, August). *Ethnicity and Work-Family Issues*. Discussant for symposium at the annual conference of the Academy of Management. Philadelphia, Pennsylvania.

Gruys, M. L. (2007, April). *Journal editing: Opening the black box*. Coordinator of Sunday Seminar Workshop at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York, New York.

Gruys, M. L. (2007, April). *Productivity, counter-productivity, and creativity: The ups and downs of job insecurity*. Presentation at the Wright State University Psychology Brown Bag Series. Dayton, Ohio.

Gruys, M. L. (2006, May). *Aggression at Work*. Facilitator of an Interactive Poster Session at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, Texas.

Gruys, M. L. (2006, May). *Counterproductive Work Behavior: A Scientist-Practitioner Workshop*. Coordinator of Sunday Seminar Workshop presented by Gerald Greenberg at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, Texas.

Gruys, M. L., Stewart, S. M., Goodstein, J., & Wicks, A. C. (2006, April). *Walking the talk: An Examination of the Enactment of Core Organizational Values*. Paper presented at the Washington State University Vancouver, 3rd Annual Research Showcase. Vancouver, Washington.

Gruys, M. L. & Boose, R. (2006, April). *Workplace Rights*. Session on employee rights in the workplace sponsored by the Associated Students of Washington State University. Vancouver, Washington.

Gruys, M. L., Russell, T., Robbins, A., Janecki, T., & Thompson, C. (2006, March). *Alumni Student Panel*. Served as the moderator for an alumni student panel sponsored by the Washington State University Vancouver Human Resource Society. Vancouver, Washington.

Gruys, M. L., Burroughs, S. M., & Goodstein, J. (2004, September). *Walking the talk: Developing and testing a model of values based performance*. Paper presented at the Washington State University Vancouver Business Program. Vancouver, Washington.

SELECTED RESEARCH IN PROGRESS

Munshi, N. V. M., Kumar, M., Brumley, D., Baker, B. **Gruys, M. L.,** Does Training Impact Teaching Effectiveness in Hybrid Courses: Evidence from a Business School's Technology Training Program

Gruys, M. L., & Munshi, N. V. M., Business Models in social entrepreneurial organizations. Target Publication outlet: *Stanford Social Innovation Review*.

Gruys, M. L., & Munshi, N. V. M., Volunteering Orientations in Nonprofit Organizations: Impacts on Human Resource Functions. Target publication outlet: *Stanford Social Innovation Review*.

TECHNICAL REPORTS

Gruys, M.L., Burroughs, S.M., & Goodstein, J. (2005). *Developing and testing a model of values based performance in health care organizations: Report of findings*. Vancouver, WA: Southwest Washington Medical Center.

Ellingson, J. E., **Gruys, M. L.,** & Sackett, P. R. (1997). *Factors related to the satisfaction and performance of temporary employees*. Minneapolis, MN. Prostaff Temporary Employment Service.

GRANT EXPERIENCE

January 2021 – December 2021

Principal Investigator

PNC Bank Foundation, *Special Studies in International Business Grant*, \$25,000.00.

June 2019 – June 2020

Principal Investigator

American Association of University Women (AAUW) Trust Grant, Fort Wayne Branch *Start Smart and Work Smart Project Grant*, \$750.00.

July 2018 – June 2019

Dr. Louis and Anne B. Schneider Foundation, *International Business Program Grant*, \$25,000.00.

August 2016 – July 2017

PNC Bank Foundation, *Special Studies in International Business Grant*, \$75,000.00.

June 2012 - September 2013

Co-Principal Investigator, with Drs. Joseph A. Petrick, David Bright, & Mark M. Suazo
Wright State University Office of the Provost
Wright State University Teaching Innovation Grant, \$16,000.00

September 2012 - February 2013

Co-Principal Investigator with Dr. Brian D. Lyons. *Mentor Protegee Grant with Edaptive Computing, Inc., \$8,000.00*

May, 2005 - April, 2006

Co-Principal Investigator, with Dr. Jerry Goodstein, Washington State University
Vancouver
Southwest Washington Medical Center Health Care Research Grant, \$4,000

May, 2000 - April, 2001

Principal Investigator
Washington State University Vancouver Mini-Grant, \$1,350

August, 1998 - June, 1999

Principal Investigator (Secondary Investigator: Dr. Paul R. Sackett, Univ. of Minnesota)
Dissertation Research Award Grant from the Security Research Center, Office of Naval Research, United States Department of Defense, \$10,000

TEACHING

Courses Taught

Wright State University*

Undergraduate

MGT 304 - Management and Organizational Behavior
MGT 3100 - Leadership, Management and Organizational Behavior
MGT 321 - Human Resource Management
MGT 3210 - Human Resource Management
MGT 425 - Human Resources Consulting Skills
MGT 475 - Small Business Management
MGT 477 - Independent Study in Human Resource Management
MGT 480 - Seminar in Management
MGT 495 - Human Resources Strategy Practicum
MGT 4810 - Management Internship
MGT 4250 - HR Practicum I: Compensation and Benefits
MGT 4260 - Staffing
MGT 4950 - HR Practicum II: Human Resources Strategy

Graduate

MGT 680 - Staffing
MGT 703 - Seminar in Human Resource Management

MGT 706 - Organizational Development and Change
MGT 781 - Independent Study in Human Resource
MGT 750 - Leadership
MGT 7500 - Leadership
MGT 7810 - Independent Study in Human Resource
MGT 7800 - Management Internship
MGT 7060 - Organizational Development and Change

*All courses were re-numbered for semester conversion and many courses changed content/design in the redesigned curriculum

Washington State University

Undergraduate

MgtOp 301 - Introduction to Management
MgtOp 401 - Organizational Behavior
MgtOp 450 - Human Resource
MgtOp 455 - Staffing

University of Minnesota

Undergraduate

IR 3002 - Introduction to Human Resource Management

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Association

Society for Industrial and Organizational Psychology (SIOP - APA Division 14)

Society of Human Resource Management (SHRM)

Northeast Indiana Human Resource Association (NIHRA) – a SHRM Chapter

Women in Business Education (WIBE)

Women Administrators in Management Education (WAME)

UNIVERSITY SERVICE

Purdue University Fort Wayne

PFW University Top Leadership Team, 2016 – present

Chair, Diversity, Equity, and Inclusion (DEI) Committee, 2019 – present

Academic Officers Council (AOC), 2016 – present

PFW Retention Committee, 2019 – present

PFW Prepared/PFW Ready COVID Committee (and Instructional Preparedness Subcommittee),
2020 – present

Strategic Planning University Leadership Team, 2018 – present

Member, Chief Development Officer Search Committee, 2022

Member and Subcommittee Co-Chair, Higher Learning Commission Accreditation Steering
Committee (Co-Chairing the subcommittee for Standard 1), 2017 – present

Chair, College of Science Dean Search Committee, 2021

People Assessment, Development, and Succession (PADS) Initiative Committee, 2020

Enrollment Management Committee, 2016 – 2020

University International Student Recruiting Representative, in Morocco, 2019, 2020

Member, Selection Committee for the Chief Diversity Officer (CDO), 2020

Member, Selection Committee for the Director of Community Research Center, 2018

Member, Selection Committee for the Executive Director of Human Resources (two times),
2016, 2017

Wright State University

Member, Undergraduate Curriculum Review Committee, 2015-2016

Liaison Member, General Education Assessment Committee, 2015-2016

Member, Service Unit Evaluation Committee – to evaluate the Wright State University Human
Resources function, 2015

Member, Higher Learning Commission Steering Committee, 2012-2016

Subcommittee Co-Chair, Higher Learning Commission Steering Committee, 2012-2016

Faculty Advisor, Intervarsity Christian Fellowship, 2012-2016

Member, Selection Committee for the Director of Service Learning and Community
Engagement, 2015

Member, Selection Committee for the Dean of Graduate School, 2014

Co-Chair, Gender Based Violence Task Force, 2013-2014

Member, Campus Scholarship and Innovation Campaign Unit Chair Committee, 2013, 2014

Member, Research Council, 2011-2014

Member, Outside Interest Committee, 2011-2014

Member, Graduate Council, 2010-2014

Member, Graduate Council Student Affairs Committee, 2009-2014

Member of Promotion and Tenure Committee for Dr. Sarah Twill from the Social Work

Department, 2014

Graduate Committees (Department of Psychology Students)

2014-2015	Caitlin Blackmore - Written Qualifying Exam
2014-2015	Caleb Bragg - Dissertation
2012-2013	Julie Steinke - Dissertation
2012	Kathryn Van Dixhorn - Dissertation
2012	Michael Hoepf - Dissertation
2012	Jenna Filipkowski - Dissertation
2012	Caleb Bragg - Written Qualifying Exam
2012	Cristina Kirkendall - Dissertation
2011-2012	Zachary Kalinoski - Dissertation
2011	Michael Hoepf - Written Qualifying Exam
2010-2011	Wang Qiang - Dissertation
2010-2011	Gregory Hammond - Dissertation
2010	Steve Khazon - Master's Thesis
2010	Julie Steinke - Master's Thesis
2010	Cristina Kirkendall - Written Qualifying Exam
2009	Gregory Hammond - Written Qualifying Exam

Raj Sooin College of Business

Wright State AACSB Strategic Management and Innovation Committee, 2014-2016

Dean's Top Management Team, 2013-2016

Strategic Planning Committee, 2013-2016

Representative and Presenter, Raider Open House Student Recruiting Events, 2012-2016

Representative and Presenter, Business Palooza Student Recruiting Events, 2013-2016

Faculty Advisor for Institute of Business Development for Innovation and Entrepreneurship
Student Project Class, 2014-2015

Representative and Presenter, Professional Business Institute Summer Camp, 2013, 2014, 2015

Member, Wright State AACSB Assurance of Learning (AOL) Committee, 2012-2014

Chair, Campus Scholarship and Innovation Campaign, 2013 - 2014

Co-Chair, Vision, Mission, and Values Steering Committee, 2010-2012

Member, Department of Management and International Business, Associate Dean Selection
Committee, 2013

Chair, Graduate Programs Committee, 2012 - 2013

Member, Dean Search Committee, 2012

Member, Raj Sooin College of Business Information Technology Committee, 2010-2012

Member, AACSB Faculty Classification Committee, Raj Soin College of Business, 2008-2016

Member, Raj Soin College of Business Pilot Study on Entrance Requirements Committee, 2007-2010

Department of Management and International Business

Chair of the Department of Management and International Business, 2013-2016

Director, Human Resources Certificate Program, 2014-2016

Chair, Department of Management and International Business, Strategic Planning Committee, 2012-2016

Member, Organizational Effectiveness Lecture Series Steering Committee, 2011-2016

Chair, Department of Management and International Business, Selection Committee for a Staff Member, 2015

Member, Department of Management and International Business, Human Resources Curriculum Review Committee, 2007-2016

Faculty Advisor, Human Resources Club, Society of Human Resource Management Student Chapter, 2012-2016

Member, Department of Management and International Business, Selection Committee for the three Assistant Professors of Management, 2013

Member, Management Major Curriculum Review Committee – revised the curriculum for semester conversion, 2007-2009

Member, Human Resources Major Curriculum Review Committee – revised the curriculum for semester conversion, 2007-2009

Member, International Business Curriculum Review Committee – revised the curriculum for semester conversion (including review of the major and minor), 2007-2009

Chair, Department of Management and International Business, Bylaws Committee, 2010-2012

Chair, Department of Management and International Business, Selection Committee for the two Assistant Professors of Management, 2010

Member, Promotion and Tenure Committee, Department of Management and International Business, 2008-2013

Member, Department of Management and International Business, Scholarships and Awards Committee, 2006-2012

Member, Assessment Committee for the MBA 750 Course (was responsible for writing the report on the results for assessment in this class), 2009

Member, Department of Management and International Business, Selection Committee for the position of Assistant Professor of Management, 2007

Member, Department of Management and International Business, Selection Committee for the position of Chair of the Department, 2007

Member, Department of Management and International Business, Selection Committee for the position of Instructor of Law, 2007

Member, Northwest Accreditation of Management Major Committee, Department of Management and International Business, 2007

Washington State University Vancouver

Committees - Ph.D. 2005-2006 Eman El Shenawy
 2000-2001 Nicole Nelson

Committees - Masters of Business Administration (MBA) - Served on 40 MBA oral exam committees (chair of 16)

2006	2 MBA Committees (Chair of 1)
2005	5 MBA Committees (Chair of 3)
2004	8 MBA Committees (Chair of 3)
2003	5 MBA Committees (Chair of 1)
2002	12 MBA Committees (Chair of 6)
2001	5 MBA Committees (Chair of 2)
2000	3 MBA Committees

Supervision of Graduate Directed Study

2002	Catherine Dovey
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Supervision of Undergraduate Management and Human Resource Management Internships and Directed Studies (for credit) for 31 students:

2005	6 Student Internships
2004	9 Student Internships and 1 Directed Study
2003	6 Student Internships
2002	6 Student Internships
2001	3 Student Internships

Academic Advisor, for 25-35 undergraduate business students each term ~ and additional advising for prospective students, 1999-2006

Faculty Advisor, Human Resource Society, Society of Human Resource Management Student Chapter, 1999 to 2006. The chapter earned the SHRM Superior Merit Award in 2000-2001, 2001-2002, 2003-2004, and 2004-2005, and 2005-2006 and was named the Most Active Registered Student Organization at Washington State University Vancouver in 2003-2004

Faculty Facilitator, Teamwork Training for all Washington State University Vancouver Business students, adopted as a module in the Introduction to Management and Operations (MgtOp 301) course, 2000-2006

Mentor, WSUV Business Program Faculty Mentor Program. Mentored New, Visiting, and Adjunct Faculty on an ongoing basis ~ have mentored Rick Howell, Bill Diltz, Lynn Hunt, Susan Burroughs, Eman El Shenawy, and Alicia Fuentes, 2001-2006

Member, Washington State University Vancouver Business/Engineering/Computer Science Career Fair Committee, 2004-2006

Board of Directors, Southwest Washington Human Resource Management Association (a Society of Human Resource Management Professional Chapter), 2000-2005

Member, Faculty Search Committees (for *six faculty positions* and *one visiting position*), Washington State University Vancouver Business Program, 2000-2001, 2001-2002, 2005-2006

Member, Staff Search Committee, Washington State University Vancouver Business Program, 2004-2005

Organizer, Washington State University Vancouver Business Program faculty monthly teaching seminars and discussions, 2000-2002

Participant, Washington State University Vancouver Faculty Strategic Planning Retreat, 2001

Member, Washington State University Vancouver Graduation Committee, 2001

Founding Charter Member, Southwest Washington Human Resource Management Association (a Society of Human Resource Management Professional Chapter), 2000

Contributor and Presenter, Southwest Washington Human Resource Management Association Study Course for the Human Resources Certification Institute PHR and SPHR Exams, 2000-2006

PROFESSIONAL AND ACADEMIC SERVICE

Board of Directors, Northeast Indiana Human Resource Association (NIHRA), Diversity and Inclusion Chair, 2022

Board of Directors Member, Mid American Business Deans Association (MABDA), Secretary – 2022; At Large Member - 2021

Peer Review Team Member, Association to Advance Collegiate Schools of Business (AACSB) – will conduct a peer review of an AACSB-accredited school in Illinois, Invited Team Member, 2021

Peer Review Team Member, Association to Advance Collegiate Schools of Business (AACSB) – conducted a peer review of an AACSB-accredited school in Colorado, January/ February, 2021

Peer Review Team Member, Association to Advance Collegiate Schools of Business (AACSB) – conducted a peer review of an AACSB-accredited school in Taiwan, November, 2020

Member, Society of Industrial and Organizational Psychologists (SIOP) Strategic Program Planning Committee, 2005-2008

Journal and Conference Reviewing

Ad Hoc Reviewer

- Academy of Management Journal, 2004-2016
- Journal of Management (Invited), 2006-2016
- Organizational Behavior and Human Decision Processes, 2009-2016
- Human Performance, 2009-2016
- International Journal of Selection and Assessment, 2002-2016
- Business Ethics Quarterly, 2010-2016
- Journal of Occupational and Organizational Psychology, 2005-2016
- Journal of Asia-Pacific Business, 2009-2016
- Journal of Applied Social Psychology-2010
- Journal of Human Resources Education, 2008-2016
- International Journal of Human Resources Development and Management, 2009
- International Journal of Management Practice, 2008
- European Journal of Work and Organizational Psychology, 2006
- Journal of Social Behavior, 2006

Reviewer

- Society of Industrial and Organizational Psychologists Annual Conference, 2000-2016
- Academy of Management Annual Conference, Gender and Diversity in Organizations Division, 2007-2016
- Southern Management Association Best Student Paper Award Committee, 2009
- Academy of Management Annual Conference, Human Resources Division, Best Student Paper Award Committee, 2001

Publisher and Textbook Reviewing

- Wrote test bank items and served as a reviewer for test publisher HR exams, 2014
- Served as a reviewer for Flat World Knowledge for two management and HRM texts, 2010, 2011
- Reviewer for Houghton Mifflin, 2006 - 2016
- Participated in a review of a management skills text by publisher SouthWestern/Cengage Learning, 2011
- Participated in a review of HR text, "Human Resource Management: Functions, Applications, and Skill Development," by Lussier and Hendon, 2011
- Participated in a review of Management text, "Managing Now," by Dessler and Phillips, 2007
- Participated in a review of Management text, "Organizational Behavior," by Colquitt, Lepine, & Wesson, 2009

Community Service

2021-present Founder, Director, and Presenter – Purdue Fort Wayne/Allen County Community Corrections Seminar Series – a twenty session seminar series for the community-based supervision program for adult offenders

- 2021-present Facilitator GriefShare – Pathway Community Church
- 2020-present Board of Directors, YWCA of Greater Fort Wayne - and Human Resources Committee (and I volunteer for the organization as well)
- 2020-present Onboard Fort Wayne Program “Connector” – serve as a mentor to one or two new member(s) of the Fort Wayne community per quarter
- 2019-present Start Smart/Work Smart Program Director and pay negotiation seminar facilitator
- 2021 Facilitated two sessions on Public Speaking for Televerde Foundation program for incarcerated women (<https://televerde.com/who-we-are/model/>)
- 2019-2020 Community Action Team (CAT) project for Allen County SPCA animal shelter – Public Art Project in Fort Wayne, Indiana
- 2014 Paid human resource management consulting with Miami Valley Communications Council
- 2014 Paid human resource management consulting with Beavercreek Township, Beavercreek, Ohio
- 2013-2014 Paid human resource management consulting with Edaptive, Inc.
- 2007-2013 Girl Scout Leader (also a leader from 1990-1994)
- 2009-2013 Kirkmont Presbyterian Church (of Beavercreek, Ohio) - Personnel Committee (handled human resource management and management issues), Stewardship Committee Children’s Ministry Team (Director of the Junior Church Program), and Search Committee to hire a Youth Coordinator and Community Outreach Coordinator
- 2009 Pro bono and paid human resource management consulting with Seepex, Inc.

HONORS AND AWARDS

- 2021 Nominated for *2021 Champions of Change Award* from Greater Fort Wayne (GFW), Inc. and GFW Women’s Network - celebrating those who mentor and empower women in Allen County, Indiana
- 2020 *Leadership Fort Wayne 2020 Cohort Inductee* and year-long participant
- 2014 *American Council on Education (ACE) Regional Leadership Forum Fellowship* Winner of funding to attend the ACE Regional Leadership Forum
- 2014 *Regional Leadership Forum Award* – American Council on Education (ACE) Ohio Women’s Network winner of funding to attend the ACE Regional Leadership Forum
- 2012 *Higher Education Resource Services (HERS) Summer Institute* Participant – winner of competitive application process for Wright State University
- 2011, 2012 *Brage Research Award Nominee* – *Raj Sooin College of Business*, Wright State University

- 2009, 2011 *Summer Faculty Research Stipend*, Raj Soin College of Business, Wright State University
- 2008 *Presidential Award for Early Career Achievement Nominee – Raj Soin College of Business*, Wright State University
- 2006, 2007 *Summer Research Funding*, Raj Soin College of Business, Wright State University
- 2000-2005 *Summer Research Grant*, Washington State University Vancouver Business Program
- 2004 *John C. Flanagan Award for Outstanding Student Contribution to the Society for Industrial and Organizational Psychologists Conference* – for the paper “Educational Attainment as a proxy for Cognitive Ability in Selection,” with C.M. Berry (student co-author) and P. R. Sackett
- 2002 *Dean’s Award for Teaching*, Washington State University Vancouver Awarded for the most outstanding teaching on the entire Washington State University Vancouver campus – based on an extended student nomination process
- 2000 *Outstanding Faculty Advisor Award*, Washington State University, College of Business and Economics – Awarded to the best Faculty Advisor across the four Washington State University campuses
- 1994-1998 *Industrial Relations Center Fellowship*, University of Minnesota
This fellowship was successfully renewed each academic year based on academic performance
- 1998 *Doctoral Consortium Invited Participant*, Academy of Management - Organizational Behavior, Organization & Management Theory, and Organizational Development & Change Divisions
- 1998 *Doctoral Consortium Invited Participant*, Society for Industrial and Organizational Psychology
- 1997 *Doctoral Consortium Invited Participant*, Academy of Management - Human Resources Division
- 1997 *Doctoral Consortium Invited Participant*, Society for Industrial and Organizational Psychology
- 1995 *Featured Carlson School of Management Doctoral Student*, Pillar Magazine, University of Minnesota
- 1994 *Scholar of the College*, University of Minnesota, Morris
Awarded for academic and extracurricular distinction - based on faculty nominations and assessment of academic and scholarly achievement
- 1989-1994 *Academic Dean’s List*, University of Minnesota, Morris
Awarded to undergraduates with GPA above 3.5 on a 4-point scale – this distinction earned each term of undergraduate education
- 1989-1994 *University of Minnesota Presidential Scholarship*, University of Minnesota-Morris
Awarded to University of Minnesota students for outstanding academic

achievement as a high school student. Scholarship successfully renewed for four years based on academic performance

1989-1994 *Margaret Baldwin Anderson Scholarship*, Baldwin Anderson Foundation
Awarded based on outstanding academic achievement and community service.
Scholarship successfully renewed for four years based on academic performance

1989 *Freshman Academic Scholarship*, University of Minnesota, Morris
Awarded to University of Minnesota students in the top 5% of their high school class

REFERENCES

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]