

Henry E. Williams, Ph.D.

EDUCATION

PhD in Organization Development, 2013

Benedictine University, Springfield, IL

Accredited by NCA - The Higher Learning Commission - A Commission of the North Central Association of Colleges and Schools

Dissertation:

The Formula for Good Public Sector Managers: An Exploratory Sequential Study Using the Most Valuable Performer (MVP) Survey Instrument to Test the Competencies and Behaviors of Public-Sector Managers.

Masters of Business Administration, 2009

Loyola University Chicago, Chicago, IL

Quinlan School of Business

Accredited by AACSB International – The Association to Advance Collegiate Schools of Business

Masters of Arts in Psychology, 2009

Concentration: Organizational Psychology

National-Louis University, Chicago, IL

Accredited by NCA - The Higher Learning Commission - A Commission of the North Central Association of Colleges and Schools

Bachelor of Arts in Psychology, 2006

Minor: Developmental Psychology

National-Louis University, Chicago, IL

Associate of Arts in Business Administration, 2004

Olivet Nazarene University, Bourbonnais, IL

EXECUTIVE EDUCATION

CERTIFICATES

Institute for Management and Leadership Education (MLE), June 2021

Harvard University Graduate School of Education, Cambridge, MA

Program Components:

- Understand and overcome the challenges of organizational change
- Master new approaches to leadership
- Develop and implement effective strategies
- Review and assess the impact of changes in the higher education competitive environment
- Evaluate the impact of new initiatives and alliances
- Realign faculty and financial resources

Management Development Program (MDP) Academic Leadership, June 2016
Harvard University Graduate School of Education, Cambridge, MA

Program Components:

- Master new approaches to leadership
- Develop and implement effective strategies
- Review and assess the impact of changes in the higher education competitive environment
- Evaluate the impact of new initiatives and alliances
- Realign faculty and financial resources
- Understand and overcome the challenges of organizational change

**ACADEMIC
EXPERIENCE**

Provost Fellow

Office of the Provost – Diversity and Inclusion, Purdue University
West Lafayette, IN
2020/22

- Responsibilities include
 - Racial, Equity, Inclusion Taskforce
 - Work with each College and School Diversity Leads on coordination, strategy and pan-university cooperation
 - Provide leadership to the Krannert School of Management on diversity initiatives
 - Developing and managing institutional D&I collaborations and partnership agreements

Director, Emerging Leaders Scholars Program

Office of the Provost – Diversity and Inclusion
Purdue University – West Lafayette, IN
2019 to Present

- 2020/21 Emerging Leaders Science Scholars Pilot Program exceeded its enrollment projects by 80%
 - This helped bring the College is Science URM enrollment to a record high

Organizational Behavior & Human Resources Faculty

Appointment

Purdue University Krannert School of Management – West Lafayette, IN

2019 to Present

- Organizational Behavior & Human Resources Minor
Academic Advisor

Associate Professor (Tenured), Organizational Leadership

College of Business - Purdue University Northwest, Hammond & Westville, IN
2019 to Present

Assistant Professor, Organizational Leadership

College of Business - Purdue University Northwest, Hammond & Westville, IN
2013 – 2019

Teaching assignments include undergraduate and graduate students:

- Human Resources Management
- Organizational Cultural Dynamics
- Organizational Development
- Organizational Change for Manager's
- Organizational Behavior
- Leadership
- Negotiations/Conflict Resolution
- Staffing Organizations and Performance Appraisals

**ACADEMIC
EXPERIENCE**

Associate Dean, Graduate Programs

College of Business – Purdue University Northwest, Hammond and Westville, IN
2016 – 2017

- Recruiting, Retention and Graduation
 - Open houses, receptions, student follow up
- Scholarships/Fellowships
- Grade appeals and other student complaints
- Working with program directors to assure a high level of student service and follow-up
- Working with department heads and program coordinators to assure class scheduling that meets student needs
- Work with the dean and community leaders to develop AOCT opportunities to serve our students, the community and companies
- Determine market demand and develop specialized masters programs to meet the needs of the community
- Work with the Graduate committee as ex officio chair
- Work with the University Director of Graduate Studies
- Establish and work with a College Graduate Student Advisory Counsel

Chair, Department of Business and Leadership

College of Business Purdue University North Central, Westville, IN
2015 – 2016

- Mentoring faculty
- Faculty annual performance reviews
- Hire new faculty and staff as needed
- Assuring a robust promotion and tenure process
- Motivate faculty research and faculty/student research
- Work with faculty to maintain quality teaching
- Hire and mentor LTLs (Adjuncts/Part-time instructors)
- Work with program coordinators to assure program quality and curriculum relevance
- Assure that faculty maintain AACSB faculty qualifications
- Working with associate deans and program coordinators to assure class scheduling that meets student needs

Visiting Scholar, Ph.D. Organization Development Program

Benedictine University, Springfield & Lisle, IL
Fall 2013 – Present

- Advanced Topic, Views & Voices in Organization Development
- Organization Strategy

Visiting Lecturer, Staffing

Quinlan School of Business - Loyola University, Chicago, IL
Spring Semester 2013

- Staffing, recruiting, and selection
- Legal and strategic issues in Staffing

Adjunct Faculty, MBA for Executives

Quinlan School of Business - Loyola University, Chicago, IL
Fall Semester 2012

- Performance Management

Affiliate Faculty, Business Psychology

The Chicago School of Professional Psychology, Chicago, IL
August 2012 – August 2014

Doctoral and Master's Degree Levels

- Human Resources Management
- Performance Appraisal

Dissertation Committee and Reader

Adjunct Faculty, Masters of Science in Management and Organization Behavior (MSMOB), MBA and Bachelor of Science in Management Programs (On-line, Ground and Blended Programs)

Benedictine University, Springfield, IL

August 2011 – December 2013

Limited-Term Lecturer, Department of Business and Leadership Department

Purdue University North Central, Westville, IN

August 2011 – 2013

**PRIMARY
RESEARCH
INTEREST**

Theory of Planned Behavior, Organization Development, Public-Sector Leadership, Change Management, Organization Mergers

AWARDS/GRANTS

- Purdue University PRF Summer Research Faculty Grant (**Proposal**) 2018/19
- Best Paper Award for *“Impact of an Institutional Merger on Four Internal Stakeholder Groups of a College of Business?”* which was presented at the International Conference on Learning and Administration in Higher Education 2017 at the Holiday Inn Vanderbilt in Nashville, Tennessee.
- Carolyn B. Dexter Award for Management Consulting Division – Academy of Management Conference, Atlanta, GA 2017: The Carolyn B. Dexter Award is given to the paper that best meets the objective of internationalizing the Academy of Management
- Purdue University Exploratory Grant (**Proposal**) – 2017/18
- Purdue University Collaborative Research Grant (**Proposal**) – 2016/17
- Faculty Summer Professional Development Grant – Purdue University North Central, Westville, 2015
- Best English Speaking Academic Paper Award – Professor/Researcher, 2014

International Conference and Doctoral Consortium, 11-13 June, 2014 Lyon, France, co-sponsored by ISEOR Research Center (Magellan, IAE Lyon, University of Lyon Mulin), and the Organization Development and Change Division and the Management Consulting Division of the Academy of Management

**COURSES TAUGHT
AND TEACHING
INTERESTS**

- **Organizational Culture**
- Organizational Assessment
- Leadership Theory and Philosophy
- **Organization Change and Design**
- Applied Leadership
- **Organizational Diagnosis and Cultural Dynamics**
- **Performance Management/Appraisal**
- **Strategic Human Resource Management**
- Leadership for Team Development
- Managing Change in Global Human Resource Management
- **Staffing and Recruiting**
- **Training and Development**
- Business Ethics for Leaders
- **Negotiations**
- Human Resource Information Systems (HRIS)

**UNIVERSITY /
COLLEGE
SERVICE**

Committee Appointments – Purdue University (WL), Purdue University North Central & Purdue University Northwest

- Co-Chair, Diversity, Equity & Inclusion Committee – Krannert School of Management (2020 – Present)
- Rhodes/Marshall/Mitchell Advisory Board & Selection Committee Member PWL (2019 – Present)
- **Director**, Future Leaders Program College of Business 2018 to Present
- Clinical Instructor of Human Resources Search Committee **(Chair)**, Spring 2019
- PNW - COB Managerial Studies Curriculum Committee 2018
- PNW - COB Faculty Evaluation Task Force, Fall 2017
- Assistant Professor of Human Resources Search Committee, Fall 2017

- Assistant Professor of Human Resources Search Committee (Chair), Spring 2017
- Purdue University Graduate Council – West Lafayette, IN, 2016/17
- Institutional Advancement (Special Project) – Fall 2016
- PNW College of Business Graduate Advisory Committee, 2016 - Present
- Assistant Professor of Management Search Committee (Chair), 2015 – 2016
- HLC Resource, Planning & Institutional Effectiveness Committee, 2015 - Present
- Ivy Tech School of Business Advisory Board, 2015 – Present
- Graduate Council Purdue North Central, 2015 - 2016
- IS Advisory Committee, 2015
- RPP – Faculty Senate Subcommittee, 2014 – 2016
- Faculty Senate, 2014 – 2016
- Space Assignment and Post-Activities Complex Construction *Ad Hoc* Committee, 2015
- Director of Public Safety Search Committee, 2015
- Graduate Unification Committee, 2015
- Assistant Professor of Leadership Search Committee, 2014 -2015
- Assistant Professor of Management Search Committee, 2014 - 2015
- SHRM/BLS Student Group Co-Advisor, 2013 -2015

**DOUBLE-BLIND
PEER-REVIEW
JOURNAL
PUBLICATIONS**

Williams, H and Cummings, M. (2020). Making a case for culturally humble leadership practices through a culturally responsive leadership framework. (*Human Service Organization; Management Leadership and Government. Vol. 44(5).*)

Williams, H., James, A., He, W., & Connors, S. (2020). Communication and Loyalty in Mergers: An Application of Theory Planned Behavior. *Organization Development Journal. Vol. 38(4): 55-70.* (15% acceptance rate)

Williams, H., Roberts, C., & Shires, J. (2019). Mergers, Acquisitions, Hostile Take Overs: The Unification Of Two College Campuses. *Organization Development Journal. Vol. 37(3): 31-44.* (15% acceptance rate)

Cummings, M. and Williams, H. (2018). Developing leaders decision-

making skills: A culturally responsive approach for making organizational change in public organizations. *Journal of Management Policy and Practice*, Volume. 19(3): 21-34. (12-18% acceptance rate).

Irving, S., Williams, H. & Conners, S. (2018). Legal Issues in Higher Education Mergers. *International Journal of the Academic Business World*. (40% acceptance rate). (Conference Submission - Joint Meeting of the Academic Business World International Conference and International Conference on Learning and Administration in Higher Education, May 24th, 25th, and 26th 2018- Submission, 2018). **Excellence in Presentation Award & Best Paper Award.**

Williams, H., He, W., & Conners, S. (2018). Stakeholder Loyalty in Mergers: An Application of Theory of Planned Behavior. *Journal of Academic Administration in Higher Education*. (11-20% Acceptance Rate). (Conference Submission - Joint Meeting of the Academic Business World International Conference and International Conference on Learning and Administration in Higher Education, May 24th, 25th, and 26th 2018- Submission, 2018). **Best Paper Award.**

Hampton, B. and Williams, H. (2018) Violation on organizational commitment: A correlational design study on dual status public sector employees. *Organization Development Journal*. Vol. 36(2): 9-25. (10% acceptance rate)(Presented at the Academy of Management Conference in Atlanta, GA. 2017)

Rarick, C., Williams, H., Barczyk, C., & James, A. (2018). Walmart de Mexico and the Foreign Corrupt Practices Act: Stepping Over the Border and Stepping Over the Line. *Journal of Leadership, Accountability & Ethics*. Vol. 15(1): 43-50. (20% acceptance rate)

Williams, H., Feldman, L. & Conners, S. (2017). "Impact of an Institutional Merger on Four Internal Stakeholder Groups of a College of Business?" *Journal of Academic Administration in Higher Education*. Vol. 13(2): 21-30. (11-20% acceptance rate) (**Best Paper Award** - Joint Meeting of the Academic Business World International Conference and International Conference on Learning and Administration in Higher Education, May 24th, 25th, and 26th 2017).

Williams, H., Feldman, L. & Conners, S. (2016). The Effects Of An Institutional Unification Within A College Of Business. Presented at the Allied Academies Spring International Conference, New Orleans, LA., March 31, 2016. *Academy of Educational Leadership*

Journal, Vol. 20 (3): 56-71. (25% acceptance rate)

Williams, H. (2015). Does Education Equal Knowledge? How Much Education Is Necessary for Management Success in The Public Sector: “A Current Challenge in Organizational Change and Intervention”. *Recherches en sciences de gestion–management sciences–ciencias de gestión » journal. Vol. n° 105: 85-100. Invitation to Publish* after the “Current Challenges in Organizational Change and Interventions” 11-13 June, 2014 Lyon, organized in partnership with the ISEOR Research Center (Magellan, IAE Lyon, University of Lean Mulin), the Organization Development and Change Division and the Management Consulting Division of the Academy of Management (USA), (**Best English Speaking Academic Paper Award**). **Best English Speaking Academic Paper Award 2014.** (15% acceptance rate)

Williams, H. (2014). Men and Women Leaders in the Public Sector: Who’s the most qualified candidate? *Journal of Leadership, Accountability and Ethics, Vol. 11(3): 36-48. (20% acceptance rate)*

Williams, H. (2014). Education Equals Knowledge: The Key to Success in the Public Sector. *Organization Development Journal, Vol. 32(3): 111-123. (10% acceptance rate)*

Williams, H. (2012). Influential Managers in the Public Sector. How Can OD Prepare Leaders in The Public Sector for Today’s Diverse Working Environment in Light of a Poor Economy? *The Journal of Leadership, Accountability and Ethics, Vol. 9(5): 125-136. (20% acceptance rate)*

Yaeger, T., Sorensen, P., Machtemes, L., Klopfer, J.G. & Williams, H. (2016). CASE STUDY: The Contingent Worker and Organization Development at ABC Corporation. *OD Practitioner, Vol. 48(4): 45-48.*

**PUBLICATIONS
IN-PROCESS**

Williams, H. (2021). *Guys Like Us! Life's Transitions and Relationship Evolutions*. Location: Publisher (Unknown).
Currently with editor. Book

Williams, H. (2023). *Chicago Inner City Youth to Scholar: If I Can Do It, So Can You*. Location: Publisher. **Book**

PROCEEDINGS

Christo-Baker, A., Williams, H., & Burks, G. (2015). *Women in the C-Suite or Women as Corporate leaders*. The 42nd Annual Southwest Academy of Management Conference, Houston, Texas.

Williams, H. (2014). Panel Discussion (Chair): *The Effects of Mentoring and Coaching Future Leaders: A Domestic and Global Perspective*. 41th Annual Southwest Academy of Management, Dallas, Texas.

Williams, H. (2013). Discussant: *Developing Cultural Adaptability: Four Cases of Executive Coaching Support for Leader/Managers*. 40th Annual Meeting Southwest Academy of Management, Albuquerque, New Mexico.

Williams, H. (2013). Panel Discussion: *Current Trends in Organization Change Theory*. 40th Annual Meeting Southwest Academy of Management, Albuquerque, New Mexico.

Williams, H. (2012). Discussant: *The 4th International Conference and Doctoral Consortium on Organization Development and Change*, University Jean Moulin, Lyon, France, June 5-6, 2012. The ISEOR, Organization Development Division of the Academy of Management (USA).

Williams, H. (2011). Panel Discussion: *Consulting in the Middle East versus the United States: Differences in consulting procedures*. Caucus participant. The 2011 Annual Meeting of the Academy of Management. San Antonio, Texas.

Williams, H. (2011). Discussant: *Strategic*

Management/Organizational Theory/International Management.
Southern Management Association Conference, Savannah,
Georgia.

Williams, H. (2011). Panel Discussion: Meeting Today's Challenges in OD to Recover, Rebuild, and Renew Organizations through Focus on Diversity and Global Competence "Preparing Leaders in the Public Sector to Meet the Challenge of a Diverse Work Force and Rapidly Changing Economy. The 38th Annual Southwest Academy of Management Conference, Houston, Texas.

**DOUBLE BLIND-
PEER-REVIEW
CONFERENCE
PRESENTATIONS
AND REFERENCE
PAPERS**

Burks, D., Williams, H., Sorensen, P., & Yaeger, T. (2015). The Impact and Effectiveness of Business Ethics Courses When Implementing Ethical Decisions and Actions in a Business Environment. *4rd International Conference and Doctoral Consortium in the theme "Sharing on research methods across a variety of countries"* 10-11 June, 2015 Lyon, France, organized in partnership with the ISEOR Research Center (Magellan, IAE Lyon, University of Lean Mulin), and the **"Research Methods" Division of the Academy of Management (USA)**.

Anderson, P. & Williams, H. (2015). The Role of Action Research in Organizational Transformation. *4rd International Conference and Doctoral Consortium in the theme "Sharing on research methods across a variety of countries"* 10-11 June, 2015 Lyon, France, organized in partnership with the ISEOR Research Center (Magellan, IAE Lyon, University of Lean Mulin), and the **"Research Methods" Division of the Academy of Management (USA)**.

Burks, G., & Williams, H. (2013). Implementing a Socio-Economic Approach to Management in Minimizing the Duplication of Services to Disadvantaged Females. The 56th Annual Midwest Academy of Management Conference, Milwaukee, WI. October 10-12, 2013.

Williams, H. (2013). Women in Leadership In The Public Sector. The 55th Annual Midwest Academy of Management Conference, Milwaukee, WI. October 10-12, 2013.

Burks, G., and Williams, H. (2013). Implementing a Socio-

Economic Approach to Management in Minimizing the Duplication of Services to Disadvantaged Females. The 56th Annual Midwest Academy of Management Conference, Milwaukee, WI. October 10-12, 2013.

Williams, H. (2012). Organization Development and Human Resources: Match Made in Heaven or a Relationship Destined for Failure. 55th Annual Midwest Academy of Management Conference, Itasca, Illinois.

**DOUBLE BLIND
PEER-REVIEW
CONFERENCE
PRESENTATIONS
AND REFERENCE
PAPERS**

Williams, H. (2012). How Can Organization Development Interventions Be a Major Factor in Developing Influential Leaders for The Public Sector in the U.S. and in Foreign Governments. The 4th International Conference and Doctoral Consortium on Organization Development and Change, University Jean Moulin, Lyon, France, June 5-6, 2012. The ISEOR, Organization Development Division of the Academy of Management (USA).

Williams, H. (2012). Less Government and More OD: A winning recipe for successful effective management in the public sector. The 2012 ISOD International Society for Organization Development Information Exchange, Williams Bay, WI. May 21-25, 2012.

Williams, H. (2011). Influential Managers in the Public Sector: A Conceptual Study of Leadership Modalities and Which Style is The Ideal Fit for the Role of Public Sector Leader. 54th Annual Midwest Academy of Management Conference, Omaha, Nebraska.

**INTERNATIONAL
RESEARCH AND
SCHOLARSHIP**

Visiting Scholar

Magellan, IAE Lyon, University of Lean Mulin
Summer 2016

- Conduct International Seminars in Change Management and Organization Development - Master's Degree Program in Socio-Economic Approach to Management (SEAM)

**OTHER
PROFESSIONAL
DEVELOPMENT**

Purdue University Northwest Digital Learning Faculty Certificate Program, 2018

Institut de socio-économie des entreprises et des organisations (ISEOR) Research Center Workshop (SEAM Training Session II), Lyon, France
2017

AACSB Seminar for Associate Deans
November 2016

Seminar participants will develop a deeper understanding of:

- Managing student services and external relations
- Managing faculty and motivating research
- Financial Management
- Managing the accreditation process
- Developing a personal vision and action plan

AACSB Business Accreditation Seminar
October 2016

Seminar participants will develop a deeper understanding of:

- Eligibility criteria and the accreditation standards;
- Processes leading to initial and continuous improvement review of accreditation;
- Importance of a focus on quality and continuous improvement supported by engagement; innovation; impact

The ACE Leadership Academy for Department Chairs,
January 2016

- What Does a Department Chair Do?
- Budgeting and Financial Management
- Department Chair Leadership in an Institutional Governance Structure
- Conflict Management
- Critical Role of Chairs in Advancing the Academic Quality and Mission of the Institution
- Diversity and Leadership
- Innovation for the Future

**Institut de socio-économie des entreprises et des organisations
(ISEOR) Research Center Workshop (SEAM Training Session I),
Lyon, France**

2015-2016

- SEAM (Socio-Economic Approach to Management) is a holistic approach to organizational change and management. SEAM closely incorporates economic to social (human potential) aspects, as the essential lever to enhance sustainable organizational overall performance. SEAM pivots on three dimensions:
- Socio-economic intervention-research methodology to carry out scientific consulting-based research
- Socio-economic management to develop organizational and management practices based inseparably on human potential and economic performance
- Socio-economic organizational theory drawing on our strong practical and academic experience

Faculty Mentoring Workshop (Regular Appointment)

Purdue University, West Lafayette, IN, 2013

**OTHER
SCHOLARLY
WORK**

Chair, Dissertation Committee for William Towns, (2017) student in the Benedictine University Ph.D. in Organization Development Program, Lisle, IL. A Situational Approach to Managing Expectation and the Corporate Social Responsibility of Universities

“The Evolution of Organization Development: PhD Student to Scholar/Practitioner” Presented this lecture to doctoral students in the Organization Development program at Benedictine University, Lisle, IL. June 1, 2014.

“Organizational Strategy: PhD Student to Scholar/Practitioner” Presented this lecture to doctoral students in the Organization Development program at Benedictine University, Springfield, IL. April 27, 2014.

“Organizational Culture, Leadership & Ethics: A Case Study (Union vs. Management)” Edgar Shein’s Concepts in Business School, Benedictine University Lecture Series Contemporary Trends in Change Management. at Benedictine University, Lisle, IL. April 12 and 13, 2014.

Chair, Dissertation Committee for Diana Watkins, (2013) student in the Chicago School of Professional Psychology doctoral program in Organizational Leadership, Chicago, IL., Proposed topic: *An Exploration of the Organizational Cultures That Empower Survivors of Domestic Violence: A Holistic Framework for Christian Ministries.*

Chair, Dissertation Committee for Camille Edosomwan, (2013) student in the Chicago School of Professional Psychology doctoral program in Organizational Leadership, Chicago, IL

Independent Psychology Research Project, National-Louis University, Master's Thesis.

Williams, H. (2009). Trying Youthful Offenders as Adults: Personal and Social Consequences: A Case Study

**SERVICE AS A
CONFERENCE
REVIEWER**

- Africa Academy of Management, 2017
- Midwest Academy of Management, 2017
- Organization Development and Conflict Management Track Chair Southwest Academy of Management, 2013-2014
- Academy of Management (Org Development and Change, Management Consulting, Public and Non-Profit Divisions), 2011 - present
- SIOP-Society of Industrial and Organizational Psychology, 2011
- Midwest Academy of Management, 2011 - 2014
- Southern Management Academy, 2011
- Southwest Academy of Management, 2010 - 2014

**PROFESSIONAL
EXPERIENCE**

Pace Suburban Bus Division, RTA Arlington Heights, IL
1992 - 2009

Pace South Division, Markham, IL 2006 - 2009

Superintendent II

- Administered day-to-day operations and a budget of \$12.5M
- Interfaced with union and non-union employees when problems arise i.e., grievance hearings, labor, management and staff meetings, unemployment hearings, coordinate annual performance appraisals
- Led grievance hearings, labor disputes, and management staff meetings
- Member of the union contract planning and negotiating team
- Oversees the management of a 190,000 sq. ft. bldg., and over 200 employees
- Spearheaded increased labor productivity by initiating training for labor employees 80% and supervisory staff of 20% of total staff
- Reduced on-hand surplus parts and supplies resulting in substantial savings to the department of over 25% of the overall budget
- Reduced departmental overtime by 65% by hiring staff for open positions
- Decreased funding waste from in-house theft by adding new security and anti-theft surveillance by registering a savings of over ¼ million
- Directed the mass hiring of 10 to 15 people for special projects

Pace Fox Valley Division, North Aurora, IL, 2000 - 2006

Superintendent I

- Administered a budget of 4.5 million dollars
- Cut overtime by 60% within my first two years into this position of 7 employees
- Member of union contract planning and negotiating team
- Quickly, evaluated existing management team and changed culture in six months to overcome low morale, poor financial results and high turnover
- Developed and implemented employee training programs
- Managed the facility, including all renovations and

improvements

- Develop training initiatives and programs
- Taught courses on policies and safety procedures to new employees

Pace Corporate Headquarters, Arlington Heights, IL, 1992 - 2000

Bus Operations Specialist, Internal Consultant, Project Manager

- Directed operations of entire program including student recruitment, selection and matriculation, faculty recruitment and development, and accreditation pr
- Coordinated all activities between twelve (12) carriers of the six county region surrounding the Chicago area with our Technical Service Department
- Member of the interviewing team representing the department for all new hires (technicians)
- Formed relationships with four (4) in international owned bus manufactures in four countries that continue to assist the agency today
 - Pace Wide Bus Warranty Administrator (Project Manager) International Work Experience
 - Orion Bus Industries (Toronto, Canada)
 - American Ikarus (Budapest, Hungary)
 - Nova Bus Corporation (Montréal, Canada)
 - North American Bus Industries (Hungary)

**CONSULTING
WORKSHOPS,
SEMINARS AND
SERVICE ACT**

Consulting Experience

Community and Economic Development Association of Cook County Inc. (CEDA), Chicago, IL, Fall 2015

- Strategic Planning (Board of Directors/Executive Staff)

Illinois Association of Community Action Agencies (IACAA)
Springfield, IL; Joliet, IL; Naperville, IL and Grafton, IL, Fall 2015

- Executive Leadership Training
- Consulting Skills Workshop

Harvard University Graduate School of Education, Cambridge, MA

Program Components

Childcare Network of Evanston, Evanston, IL,
Fall 2011 Spring 2012

- Strategic planning
- Demographic Research
- Team building

D's Auto World, Springfield, IL, 2010

W & W Auto Repair Service, Springfield, IL, 2006 - 2008

- Resolved employee/management conflicts and disputes
- Set and negotiated salaries, commissions, and administer compensation/benefits program and for (20) hourly and salary employees (All non-union staff)
- Track trends and changes of various jobs and task by monitoring through the use of an effective HRIS
- Force compliance with Labor Laws, tax laws and human resources policies to ensure compliance with all state and federal laws
- Established guide lines and trained management on employee probation and annual performance review process
- Drafting all documents for discipline, establish benefit and compensation packages
- Increased employee morale which led to higher retention rates
- Assured compliance with labor laws
- Developed training initiatives and programs for exempt and non-exempt employees

Local Workshops and Seminars

Men in Schools, Chicago, IL, May 2012

William H. Brown Elementary School, Chicago Public Schools
Economics: A Presentation Middle School Students on High School,
College and Career Choices

Early Research Experience, Advocate Illinois Masonic Medical Center, Chicago, IL, 2009 2010

- Clinical & Research Assistant Pediatric Developmental Center
- Youth and Adolescent population
- Monitored and documented the activities of children diagnosed with developmental disorders such as Autistic Disorder, Retts Disorder and Asperger Disorder

The First Chicago Neuroscience Clinic, Glenview, IL, 2009

- Administrative task – Input and record client assessment reports

- Research patient medical and psychological history
- Clinical Support – Assist Clinical Psychologist in writing reports from Electroencephalogram (EEG) test findings

**PROFESSIONAL
ASSOCIATIONS**

National Association of Diversity Officers in Higher Education
(NADOHE) Member since 2019

Society for Human Resource Management (SHRM) Member Since
2008

Society for Industrial & Organizational Psychology (APA) – Member
Since 2009

Academy of Management – Member Since 2010

Representative-at-Large for the Management Consulting Division
of the Academy of Management, 2015 - Present

OD Network Member Since 2010

Midwest Academy of Management Member Since 2011

The International Society for Organization Development – Member
Since 2011

Southwest Academy of Management – Member Since 2011

Southwest Academy Organization Development and Conflict
Management Track Chair Southwest Academy of Management,
2014

Organizational Behavior and Leadership Track Chair, 2015

OD Practitioner Journal – Editorial Board Management Consulting
Division of the Academy of Management, Representative-at-
Large (Elected position to serve a two-year term) – 2015/2016