

REBECCA A. BULL SCHAEFER, PH.D.

MBA Programs Director
Professor, Management
Gonzaga University, School of Business Administration
AD Box 9, 502 East Boone Avenue, Spokane, WA, 99258
bullschaefer@gonzaga.edu

EDUCATION

Purdue University, Krannert School of Management, West Lafayette, IN
Doctor of Philosophy, 2008

- Dissertation: *Psychological Contract Under-Fulfillment: Leader-Member Crossover*
- Major: Organizational Behavior & Human Resource Management
- Minor: Industrial-Organizational Psychology
- MBA course completion: Organizational Behavior, Human Resource Management, International Strategic Management, Legal Environment of Business

Bradley University, Foster College of Business Administration, Peoria, IL
Bachelor of Science, 2002

- Major: Business Management & Administration; Minor: Health
- Summa Cum Laude, Beta Gamma Sigma, Phi Kappa Phi, Honors Program, Dean's List, Dean's Scholarship, Forensics Scholarship

ACADEMIC APPOINTMENTS

Gonzaga University, School of Business Administration, Spokane, WA, 2010 – Present
MBA Programs Director, 2022 – Present

- Programs: MBA, MBA-AIE, MSBA (business administration)
- Initiative: Professional Development Championship Endorsement
 - CPD Pathways program to encourage graduate students to tour local businesses, develop professional skills, and network with alumni and local leaders

Professor of Management, 2024 – Present

- Research and teaching in the fields of human resource management and organizational behavior

Associate Professor of Management, 2014 – 2024

- Honors Thesis Mentor: Matias Wissinger (2024). *Mindfulness Matters: Fostering Conflict Resilient Teams*
- Health Professionals Pathways Program, Committee Letter Writer: Ryan Kapust (2022)
- Dissertation Committee Member along with Kem Gambrell and Chris Francovich: Jae Webb (2017). *Organizational Influences on Misconduct: An Investigation into Empathy, Morality, and The Influences of Leadership in Organizational Life.*

Assistant Professor of Management, 2010 – 2014

Illinois State University, College of Business, Normal, IL, 2008 – 2010
Assistant Professor of Management and Quantitative Methods

Purdue University, Krannert School of Management, West Lafayette, IN, 2003 – 2008
Instructor and Research/Teaching Assistantships under Drs. Stephen Green, Deidra Schleicher, Benjamin Dunford, and Christine Jackson

Purdue University, Military Family Research Institute, Lafayette, IN, 2003 – 2005
United States Department of Defense Research Assistantship under Drs. Shelley MacDermid, Howard Weiss, and Stephen Green (Principle Investigators: Department of Defense Cooperative Agreement DASW01-00-2-0005)

PUBLICATIONS

Banyi, M. & **Bull Schaefer, R.A.** (2022). A Commitment to Change? CEO Pay and Alignment with Environment, Social, and Government Objectives. *Corporate Ownership & Control*, 19(4), 42-54.
<https://doi.org/10.22495/cocv19i4art4>

Bull Schaefer, R. A., & Copeland, L. K. (2022). Performance reviews as an active method to improve feedback and performance. *Active Learning in Higher Education*, 1-11.
<https://doi.org/10.1177/14697874221091898>

O'Brien, J., & **Bull Schaefer, R. A.** (2020). Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever. *The CASE Journal*, 16(3), 345-368.

Bull Schaefer, R.A. and Crosswhite, A.M. (2018). Top management team crisis communication after claims of sexual harassment. *Management Teaching Review*, 3(2), 148-171.

Bull Schaefer, R.A. (2018). Conducting mid-term performance reviews: An exercise for teaching performance management. *Management Teaching Review*, 3(1), 7-19.

Bull Schaefer, R.A., Chase, N., & Teets, W. (2017). How to use common technologies to minimize perceptual biases when grading essays: A five-step process. *Jesuit Higher Education: A Journal*, 6 (1), 97-109.

Bull Schaefer, R.A. & Palanski, M.E. (2014). Emotional contagion at work: An in-class experiential activity. *Journal of Management Education*, 38 (4), 533-559.

Bull Schaefer, R.A., Green, S.G., Saxena, M., Weiss, H.M. & MacDermid, S.M. (2013). Positive crossover of organizational commitment. *Human Performance*, 26 (4), 261-274.

Bull Schaefer, R.A. Wiegand, K.E., MacDermid, S.M., Green, S.G., & Welch, E. (2013). Work adjustment after combat deployment: Reservist repatriation. *Community, Work, & Family*, 16 (2), 191-211.

Bull Schaefer, R.A. & Erskine, L. (2012). Virtual team meetings: Reflections on a class exercise exploring technology choice. *Journal of Management Education*, 36 (6), 777 - 801.

Mulligan, J.R. & **Bull Schaefer, R.A.** (2011). A new hope for rank and yank. *Journal of Leadership & Organizational Studies*, 18 (3), 385-396.

Green, S.G., **Bull Schaefer, R.A.**, MacDermid, S.M., & Weiss, H.M. (2011). Partner reactions to work-family conflict: Cognitive appraisal and indirect crossover in couples. *Journal of Management*, 37, 744-769.

Bull Schaefer, R.A. (2010). Indirect crossover of psychological contract under-fulfillment: A leader-member analysis. *Journal of Leadership and Organizational Studies*, 17(3), 276-286.

Schleicher, D.J., **Bull, R.A.**, & Green, S.G. (2009). Rater reactions to forced distribution rating systems. *Journal of Management*, 35(4), 899-927.

Morgeson, F.P., Reider, M.H., Campion, M.A., & **Bull, R.A.** (2008). Review of research on age discrimination in the employment interview. *Journal of Business and Psychology*, 22(3), 223-232.

Schleicher, D.J., & **Bull, R.A.** (2007). Frame of reference training. *Encyclopedia of Industrial Organizational Psychology*, 1, 257-259. Sage Publications: CA.

Trougakos, J.P, **Bull, R.A.**, Green, S.G., MacDermid, S.M., & Weiss, H.M. (2007) Influences on job search self-efficacy of spouses of enlisted military personnel. *Human Performance*, 20(4), 391-413.

CONFERENCE PRESENTATIONS

Bull Schaefer, R.A., & Zavala, M. Deconstructing the SWOT Analysis: Teaching Students the Process of Strategic Analysis as Introspection. Presented at the annual CJBE conference (Colleagues in Jesuit Business Education): University of San Diego, CA (July 2023).

Bull Schaefer, R.A., & Schwarzenberg, L. Affordable Healthcare: The Ethics of Increasing Family Premiums. Presented at the annual CJBE conference (Colleagues in Jesuit Business Education): University of San Diego, CA (July 2023).

Bull Schaefer, R. A., & Angle, O.R. Improving Interrater Reliability in the Candidate Selection Process. Presentation at the annual Management and Organizational Behavior Teaching Conferences: Cal Poly Pomona: Pomona, CA. (June, 2022).

O'Brien, J., & **Bull Schaefer, R. A.** Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever. Presentation at the annual Midwest Business Administration Association International Conference, Society for Case Research: Palmer House, Chicago. Conference Proceeding (March 2020).

Bull Schaefer, R.A. So you want to form a union? Presentation at the annual AOM Conference, TLC Division: Chicago, IL (August 2018).

Bull Schaefer, R.A. Top management team in crisis: An experiential exercise focused on communication skills. Experiential presentation at the annual OBTC conference (Teaching Society for Management Educators): Providence College, Providence, RI (June 2017).

Bull Schaefer, R.A. Improving teacher-student feedback: Striving for cura personalis through feedback design. Presented at the annual CJBE conference (Colleagues in Jesuit Business Education): La Moyne College, Syracuse, NY (2016).

Bull Schaefer, R.A. Face-to-face teacher-student performance appraisals. Discussion presentation at the annual OBTC conference (Teaching Society for Management Educators): University of La Verne, La Verne, CA (2015).

Bull Schaefer, R.A., Pepper, M., & Hendricks, N. Teacher-to-student feedback: How are we applying what we teach? Round-table presentation at the annual OBTC conference (Teaching Society for Management Educators): Vanderbilt University, Nashville, TN (2014).

Bull Schaefer, R.A. Strategic Planning and Tower Building. Presented three workshops at the annual NWFASA Conference 2014 (Northwest Filipino American Student Alliance Conference): Gonzaga University, Spokane, WA (2014).

Bull Schaefer, R.A. & Palanski, M. Emotions at Work. Presented at the annual OBTC conference (Teaching Society for Management Educators): Brock University, St. Catharines, Ontario, Canada (2012).

Baumann, H.M., Schleicher, D.S, Green, S.G., & **Bull Schaefer, R.A.** The Role of Rater Personality in Forced Distribution Rating Systems. Presented at the annual SIOP conference: San Diego (2012).

Bull Schaefer, R.A. & Erskine, L. Learning within virtual teams: Communication medium choices. Presented at the annual OBTC conference: Milwaukee, WI (2011).

Wieland, J.R., **Bull Schaefer, R.A.** The influence of forced distribution ranking systems on organizational performance: A new hope. Presented at the annual Academy of Management Conference: Montreal, Canada (2010).

Bull, R. A. Leader-member crossover of psychological contract under-fulfillment evaluations. Presented at the annual Midwest Academy of Management conference: Chicago, IL (2009).

Saxena, M., **Bull, R.A.**, Green, S.G., & Weiss, H.M. Spousal influence on commitment to the military: Indirect crossover effects. Presented at the annual SIOP conference: New Orleans, LA (2009).

Bull, R.A., Green, S.G., MacDermid, S.M., & Weiss, H.M. Role sending through faculty work absorption, work-family conflict, and crossover. Presented at the annual SIOP conference: New York City, NY (2007).

Bull, R.A., Jackson, C.J., & Venkataramani, V. Group psychological contract fulfillment: Antecedents and consequences within groups. Presented at the annual SIOP conference: New York City, NY (2007).

Bull, R.A., Schleicher, D.J., & Green, S.G. Rater reactions to forced distributions. Presented at the annual SIOP conference: New York City, NY (2007).

Wiegand, K.E., **Bull, R.A.**, Green, S.G., & MacDermid, S.M. Coming home: A reservist perspective on the repatriation process. Presented at the annual SIOP conference: Dallas, TX (2006).

Bull, R.A., Schleicher, D.J., & Green, S.G. Rank and (no) yank: Managerial reactions to forced distribution rating systems. Presented at the Academy of Management Conference: Honolulu, HI (2005).

OTHER CURRENT RESEARCH

Voice as recognition: Being heard in a family firm

Contributors: **Bull Schaefer, R.A.**, O'Brien, J., and Copeland, L.

Status: Final draft

Death of the annual review: Legal implications of inadequate documentation

Contributor: **Bull Schaefer, R.A.**

Status: Theory development and initial data collection (policy capturing)

PROFESSIONAL DEVELOPMENT

NHRMA (Northwest Human Resource Management Association), *SHRM*, April 2021, 2022, 2023

HR Leaders of Tomorrow Conference Coordinator, Speaker, Participant

Virtual 2021, Spokane, WA 2022, Juneau, AK 2023, Boise, ID 2024

- Met with SHRM leaders and faculty advisors of Alaska, Idaho, Oregon, and Washington to plan spring annual conferences to connect students and professionals
- Assisted coordination of Gonzaga University campus-hosted conference (spring 2022)
- Connected Gonzaga student leaders with Spokane HR professionals create interviews for conference presentations and lead local tours (2021, 2022)
- Edited video interviews down to 15-minute segments (2021)
- Attended multiple events on remote work, career development, and SHRM-CP certification options
- Facilitated alumni panel (2022, 2023)
- Gonzaga earned Top-Scoring Teams in the SHRM-CP quiz games (2021, 2022, 2023)

Women's Lead, Gonzaga University, Spokane, WA, March 2023

- Attended educational sessions on mentorship, coaching, and feedback skills to encourage intentional inclusion

McGraw Hill-Higher Education, Syracuse, NY, March 2021

Professional Development Conference Participant: Tools and Techniques to Drive Active Learning and Student Engagement Online

- Completed pre-conference assessments on attributes, personality, and engagement methods currently using
- Interacted with faculty across the USA who teach courses in management and organizational behavior to discuss online facilitation tools and techniques
- Practiced using Connect to guide students through reading and writing development

Center for Career and Professional Development, Gonzaga University, Spokane, WA 2018 – 2019

Career Kindler Certification

- Trained alongside faculty and career professionals to build advisory skills concerning career development
- Practiced interactive dialogue and how assessments are used in advising
- Toured different departments and chatted with specialists to discuss how to guide students through skill building and career options

Leadership Spokane, Greater Spokane Incorporated, Spokane, WA, 2016 – 2017

- Over one year, engaged with 60 members of local community to learn about current issues, programs, and agendas for business (for profit and non-profit) and government
- Created a role-playing activity to explore the complications of team-related crisis management communication and sexual harassment. Facilitated the 2-hour crisis communication workshop with large team (9) and local communication experts (8)
- Conceptualized and facilitated (with group of 15) multifaceted community service project to benefit mothers in poverty and children in crisis

TEACHING HISTORY

Gonzaga University, School of Business Administration, Spokane, WA

Graduate Courses

Team Dynamics, MBUS 693/4, Fall 2011, 2013, 2014, 2017, 2022, 2023; Spring, 2016, 2020, 2022; Summer 2012, 2014, 2015, 2023, 2024

- Elective course for MBA, MAcc, and MSTax students with a focus on teams and team dynamics at work
- Two-weekend intensive two-credit course with small groups
- Experiential design with both an analytical and practitioner focus

Stress and Work, MBUS 699, Fall 2022

- Elective course for MBA, MAcc, and MSTax students with a focus on the stressor-strain process
- Weened intensive course engaging individuals and small groups in reflection and professional application
- Expert speakers taught yoga through mediation and Kaizen theory

Virtual Team Meetings, MBUS 699, Spring 2020

- Elective course for MBA students with a focus on the use of computer-mediated communication methods and meeting types--Zoom, Teams, Google Drive, Chat, and YouTube media use.
- COVID-19 focus and applications

Negotiations, MBUS 657/699, Summers 2011, 2012, 2016, 2017; 699 one-credit Summer 2013

- Elective course for MBA students with a focus on Negotiation concepts, theory, practices, and skills
- Experiential design with a practitioner focus

Managing People and Performance (Organizational Behavior), MBUS 612, Summer 2014, Fall 2015, 2017

- Required MBA course with a focus on managing people and performance
- Experiential design and case study work

Current Issues in Performance Appraisals, MBUS 699, Fall 2015

- Elective course for MBA students with a focus performance management systems, feedback, measurement, and development
- Practitioner focus

Undergraduate Courses

Principles of Management, MGMT 350, Fall/Spring 2010 – 2022

- Required survey course, for upperclassmen business students, which introduces the basic concepts of Management theory, Human Resource Management, and Organizational Behavior
- Practical focus on HR skills and applications including a week of Performance Appraisals
- Entrepreneurial focus on applying behavioral theories within a small business

Employment Law and Labor Relations, MGMT 415, Spring 2011– Present

- HR concentration requirement for business upperclassmen and elective for business seniors, which explores Employment Law and Labor Management Relations
- Focus on historical perspectives and current issues and cases in organizations

Compensation and Performance Appraisal, MGMT 405, Fall 2011 – Present

- HR concentration requirement for business upperclassmen and elective for business seniors, which explores Compensation
- Content includes material on motivation, assessment, negotiations, and performance management
- Focus on current issues and cases in organizations

Introduction to Business, BUSN 101, Fall/Spring 2018 – Present

- Design and present content and activities to introduce first year students to the field of HRM within a weekly team-taught course

Emotional Intelligence and Leadership, BUSN 290, Spring 2016

- Weekend intensive one-credit elective course for all majors used to develop and practice skills related to the construct of emotional intelligence
- Focused on developing individual interpersonal skills and group strategies related to business cases

Gonzaga-in-Florence, Gonzaga University, Florence, Italy (Study Abroad)

Principles of Marketing, MKTG 310, Spring 2018

- Required survey course, for upperclassmen business students, which introduces the basic concepts of Marketing
- Semester Focus: Tuscan and US Wine Industry Marketing: The 4 Ps (Produce, Price, Place, and Promotion)
- Cases analysis, small group discussions, videos, and local tour of wine museum and winery

Principles of Management, MGMT 350, Spring 2018

- Required survey course, for upperclassmen business students, which introduces the basic concepts of Management theory, Human Resource Management, and Organizational Behavior
- Practical focus on strategic management, organizational structure, organizational behavior, and HRM skills and applications
- Semester Focus: Strategy, structure, labor, and organizational change within the European Wine Industry

Illinois State University, College of Business, Normal, IL

Undergraduate Courses

Team Dynamics, MQM 380, Fall 2009 & Spring 2010

- Required course for upperclassmen within the Organizational Leadership sequence and an elective for management majors and minors which explores team development and processes within the work environment
- Small business consulting and event planning: Bloomington Cycle & Fitness; Mulligan Wedding

Women in Management, MQM 287 Spring 2010

- Senior-level independent study on current issues concerning women in management
- Review of current popular press, news reports, legal cases, and empirical research regarding women and pay, leadership, personality, work-family issues, and employment law

Organizational Behavior, MQM 221, Fall 2008, 2009 & Spring 2009, 2010 & Summer 2010

- Required survey course, for upperclassmen business students, which introduces the basic concepts of Organizational Behavior
- Entrepreneurial focus on applying OB theory toward a business proposal

Human Resource Management, MQM 323, Fall 2008

- Survey course, required for upperclassmen of HR and an elective for business seniors, which explores the operations of Human Resource Management
- Focus on current usage in business

Purdue University, Krannert School of Management, West Lafayette, IN

Graduate Courses

Organizational Behavior and Human Resource Management, Teaching Assistant OBHR 633W and 681W, Fall 2007; 633I and 681I, Spring/Summer 2008

- Required on-campus regular and international Executive MBA courses with focus on applying theory to practice within the areas of Human Resource Management and Organizational Behavior

Strategic Management, Facilitator, Veterinary Management Institute: Strategic Planning Module, Spring 2007, Spring 2008

- Facilitated break-out sessions where veterinary hospital managers and owners worked through strategic analyses and action plans for their various organizations
- Applied general strategic principles (e.g., interpreting focus group information, conducting SWOT analysis, identifying critical strategic gaps, and implementation strategies)

Teaching in Higher Education, Facilitator, Center for Instructional Excellence, Fall 2006, 2007

- Facilitated Micro-Teaching Session for management teaching assistants and commented on student mini-lectures, with the objective being to improve style and organization
- Co-facilitated TA Orientation Break-Out Sessions concerning disruptive student behaviors, academic integrity, managing the classroom, and planning lectures

Undergraduate Courses

Organizational Behavior, OBHR 330, Spring 2006, Fall 2007

- Required course for undergraduate management majors and minors which surveys the basic concepts of Organizational Behavior
- Served as Instructor for Spring 2006, Fall 2007; Teaching Assistant for separate sections in Spring 2006, 2007 & Fall 2006

Human Resource Management, OBHR 428, Spring 2004, Spring 2008

- Required upperclassmen course for management majors and minors which surveys the operations of Human Resource Management
- Lecture focused with current organizational case applications

SERVICE

National and International Memberships

- Academy of Management (AOM), 2003 – Present
 - Paper and interactive paper session facilitator/chair
- The Society for Human Resource Management (SHRM), 2001 – 2003, 2010 – Present
 - Advisor for Gonzaga University student chapter #5444, 2010 – Present
 - Student Chapter continues to earn Superior Merit Awards
 - Member of Inland Northwest regional chapter (INSHRM), 2011 – Present
- Teaching Society for Management Educators (MOBTS) 2011 – Present
- American Psychological Association (APA), 2008 – 2016
- Midwest Academy of Management (MWAM), 2009 – 2011
 - Conference session facilitator/chair
- Society for Industrial Organizational Psychologists (SIOP), 2006 – 2008
- Association for Women in Communication, 2006 – 2008

Reviewer

- *Groups* (8th ed text) by Napier and Quinn, 2023
- *Management Teaching Review*, 2017, 2018, 2019, 2020, 2022, 2023
- *Employee Rights and Responsibilities Journal*, 2021, 2022
- MOBTC (Teaching Conference for Management Educators), 2011, 2014, 2015, 2017, 2021
- *International Journal of Human Resource Management*, 2013, 2016, 2019, 2020
- *Military Psychology*, 2018, 2019
- *Jesuit Higher Education: A Journal*, 2018
- *Journal of Leadership and Organizational Studies*, 2012, 2017, 2018
- Academy of Management, 2006, 2007, 2009, 2010, 2011, 2012, 2014, 2017, 2020
 - OB, HR, and Teaching divisions and emergency reviewer
- *Employee Relations*, 2016
- *Journal of Managerial Psychology*, 2014

- Military Family Research Institute, 2014
- Midwest Academy of Management Conference, 2009, 2010
- Illinois Chamber of Commerce, Employment Law Reference Book, 2010
- SIOP Conference, 2008

School of Business Administration, Gonzaga University Service

- Globalization, Analytics, and Sustainability Committee, 2023 – Present
- Faculty Advisor, SHRM Student Chapter #5444, 2010 – Present
- Member, SBA CRPT Committee, 2020 – 2023
- Chair, Program Assistant II Search Committee 2023
- Chair, Graduate Academic Advisor Search Committee 2022
- Chair, SBA HRM Concentration Advisory Board, 2012 – 2022
- Chair, MGMT Faculty Search Committee, 2021 – 2022
- Presenter, Gonzaga Women of Business, Pay Equity, 2021
- Member, SBA Belonging Committee, Classroom design, 2021 – 2022
- SBA Graduate Committee member, 2013 – 2014, 2018 – 2019
- SBA MGMT Faculty Search Committee Member, 2018 – 2019
- SBA Writing taskforce, 2015 – 2016
- SBA Teaching evaluation task force 2014 – 2015
- SBA Graduate Committee member, 2013 – 2014
- SBA Rigor task force, 2013 – 2014
- SBA Undergraduate Curriculum Committee member, 2010 – 2013
- MBA Professional speaking workshops, 2012 – 2013
- SBA Mission Mengers Champion of Student Mission Statements, 2011 – 2012
- Presenter at Alpha Kappa Psi, 2010, 2011

Gonzaga University Service

- Academic Council, Graduate Program Committee, appointed, 2022 – Present
- Gonzaga Experience Live Sample Class Leader, 2011 – Present
- Board Member, Community Engaged Learning Advisory Board, 2020 – 2023
- Member, VP HR Employee Engagement, Search Committee, 2023
- Panel Presenter, Graduate Program Advisor Panel, 2022, 2023
- Panel Presenter, The Women's Network, Gonzaga Chapter, 2022
- SAGE Training Completion, 2022
- CTA and University arranged class visitations, 2010 – 2020
- Research Council, 2020
- Policy Development Working Group: Children in the Workplace, 2019 – 2020
- GU Gender discrimination committee, elected female representative, 2017 – 2020
- Gonzaga CPD Career Kindler Training, 2018 – 2019
- Facilitator, Group Dynamics Workshop, Housing Department, 2016
- Faculty handbook working group, Misconduct, 2015 – 2016
- CTA Director selection committee, 2015
- Academic Council and Program Review member, elected, 2012 – 2015
- Faculty Awards Committee member, elected 2011 – 2012, 2012 – 2013
- CTA Advising academy participant 2011 – 2012
- Research Consultant, GU Law School Diversity Committee, 2012

- Act Six Panelist, Cadre III, April 2011
- CTA New faculty participant 2010 – 2011
- Safe Space certified at Gonzaga University, 2010
- CPR certified, 2010

Spokane: Other Continuous Service

- Women Helping Women Fund
 - BOT member
- INSHRM
- DisruptHR, Spokane
- Northeast Community Center, Zone Essential Skills
 - Mock interviewer
 - Externship Supervisor
- Vanessa Behan
 - Board retreats
 - Pumpkin Ball
 - Diaper Drive
 - Promise Luncheon
- Second Harvest Food Bank
- Big Brothers Big Sisters
- Habitat for Humanity

Illinois State University Service

- MQM Brochure committee and U-Club, 2009 – 2010
- One-on-one resume advisement with approximately 15-30 students per semester, 2008 – 2010
- Presenter for Organizational Leadership Club and SHRM: What to Wear to an Interview, November, 2009
- Member of PRiME taskforce, Spring 2009 – 2010
- Judge for ISU Forensics, 2008 – 2010
- Presenter at annual teaching and learning conference, January 2010

Purdue University Service

- Krannert Doctoral Student Association (KDSA), 2003 – 2008
 - President for 2006 – 2007 academic year
 - Vice President and Social Committee Chair for 2005 – 2006 academic year
 - Associate Vice President, Academics-Teaching for 2007 – 2008 academic year
 - Secretary for 2004 – 2005 academic year

AWARDS AND HONORS

Research, Teaching, and Service Awards

- Gonzaga University, School of Business Administration Fellowships
 - Loeken Academic Excellence Award (2023)
 - Zimmer Intersection Award (2023)
 - Barnes Research Award (2022)
 - Barnes Academic Excellence Award (2021)
 - Barnes Research Award (2018, 2020)
 - Loeken Vision and Values Award (2017)

- Loeken Academic Excellence Award (2013)
- Coeur D'Alene Mines Research Award (2012)
- Jepson Research Fellowships (2011, 2012)
- Gonzaga University, Center for Career and Professional Development, Compass Award (2020)
- Gonzaga University, Exemplary Faculty Award (2014)
- Midwest Academy of Management: Max Wortman Best Paper Award (2009)
- SIOP: Flanagan Award for Outstanding Contribution to the SIOP Conference Program (2009)
- Purdue University, Teaching Academy: Graduate Student Fellow (2007)
- Purdue University, Graduate Student Award for Outstanding Teaching (2007)
- Purdue University, Committee of Educational Teaching Assistants, CETA, Inductee (2007)
- Purdue University, Distinguished Teaching Awards for the 2006 Spring semester, 2007 Fall semester, and 2008 Spring semester
- Purdue University, PRF competitive Grant awarded for graduate stipend (2006-2007)
- Purdue University, Dean's Office Doctoral Student Service Award (2006)
- Purdue University, Certificate for Teaching Excellence for the 2004 Spring semester

Public Speaking Awards and Honors

American Forensics Association (AFA) and National Forensics Association—National Individual Events Tournament (NFA-NIET)

- Qualified and recognized Judge of collegiate individual event speech competition
 - AFA: Bradley University, 2017
 - AFA: University of Minnesota, Mankato, 2007
 - AFA: University of Mississippi, 2003
 - NFA-NIET: University of Wisconsin, Eau Claire, 2006
 - NFA-NIET: University of Akron, 2005
- Bradley University **National Championship Speech Team** titles, 1999-2002
 - Individual Quarter, Semi, and Finalist with 13 different competitive public address speeches, 1999-2002
 - Two 2nd Place Individual National Award-Winning Speeches (2002 AFA & NFA-NIET)
 - Ranked as one of the top 13 public speakers in the Nation (2002 NFA-NIET)

OTHER PROFESSIONAL HISTORY

Women Helping Women Fund, Spokane, WA, 2024 – Present

Board of Trustees Member

- Lead initiatives to expand giving circles and giving events

Leadership Spokane, Spokane, WA, 2015 – Present

Negotiations, Guest Workshop Facilitator

- Lead cohort of community leaders through negotiation simulations to practice persuasion-related skills
- Coordinated with program director to disseminate pre-workshop materials focused on improving negotiation skills used in a variety of industries and relationships
- Most Inspirational Speaker, 2019

Selection Committee

- Interview candidates on motives and future goals related to Spokane development

Vanessa Behan Crisis Nursery, Spokane, WA, 2017 – 2023

Board of Trustees and HR Committee Chair

- Attended monthly meetings to discuss department reports and nursery objectives
- Participated in fundraising at annual Diaper Drive, Cheers for Kids, Pumpkin Ball, and June annual luncheon to sustain business operations
- Consulted on employee behavior and performance review process
- Advised multiple committees on effects of strategic choices on employee perceptions
- Created, distribute, analyze, and report findings from employee engagement surveys to improve employee attitudes and reduce turnover
- Reviewed organization-wide job analyses, compare descriptions to comparison organizations within annual compensation surveys, and recommend range changes

WA Trust Bank, Spokane, WA, 2017

Consultant and Facilitator

- Discussed organizational HR strategy and objectives with SVP of HRM to design training
- Created and delivered curriculum for a two-day emotional intelligence workshop for management training program

Prime Real Estate Group, Spokane, WA, 2017

Negotiations, Guest Workshop Facilitator

- Coordinated with founder and operations director to deliver an interactive session on ethical negotiations and long-term relationships
- Facilitated a single session with approximately 15 seasoned and new agents in the spring of 2017

INSHRM (Inland Northwest Chapter of SHRM), Spokane, WA, 2016

Negotiations, Guest Speaker at Spring Conference

- Discussed INSHRM goals and focus with event coordinator and designed an interactive session for the annual spring conference, May 2016
- Presented a discussion on internal alignment concerns and relationship management within the context of salary negotiations

Sterling Bank, Spokane, WA, 2013

Consultant (November Guest Workshop Leader)

- Facilitated workshop for Training and Development team on the concept of emotional contagion within face-to-face and virtual training presentations
- Addressed concerns of merger transition within the next half year with Umpqua Bank

Great Estate Roadshow, Atlanta, GA, May 2013

Secret Shopper, Spokane Valley, WA

- Received items from Roadshow to sell to dealers in Spokane Valley location
- Observed dealer behavior and negotiation tactics as a secret shopper
- Reported back to headquarters evaluations of multiple interactions to help improve training
- Returned items that were not purchased with analysis completed in Excel

Panoptic Insight, West Lafayette, IN, 2008

Consultant

- Facilitator of team-building and communication workshops for contracted clients across the United States
- Department of the Interior, Bureau of Indian Affairs: Phoenix, AZ and Sacramento, CA

Campion Services, Inc., *Campion Recruiting Services*, West Lafayette, IN, 2006 – 2007

Recruiter (Headhunter: Independent Contractor)

- Assisted in the search and direct assessment of professional candidates within the field of Industrial Organizational Psychology, Organizational Behavior, Human Resource Management, etc., regarding their fit with hiring national and multi-national clients
- Matched job descriptions to resumes and vitas and communicated candidate qualifications to multinational clients

Jackson Community College, Jackson, MI, Spring 2006

Forensics Assistant Coach

- Invited to coach community college forensics competitors on elements of speech presentation
- Taught basic rhetoric formation related to public address

The Southwestern Company, Nashville, TN, 2002 – 2003

Student Manager, 2002 – 2003

- Recruiter and Trainer for Bradley University and Western Kentucky University student contractors
- Facilitated team meetings, coached new student contractors, and mentored through on-the-job training

Salesperson (Independent Contractor), 2002 – 2003

- Independent sales contractor based in both Virginia Beach, VA and Raleigh, NC for consecutive sales seasons
- Started-up and liquidated two separate businesses: \$40K and \$50K retail businesses over 10-week periods
- Top first-year sales, 2002

Business Development Department & Marketing Analyst, January – May 2003

- Market analyst in charge of customer surveys
- Product reviewer and analyst and Sales territory administrator

Bradley University, Peoria, IL, 2001 – 2003

Speech Forensics Coach, Bradley University Speech Team, 2002 – 2003

- Individual coach and qualified judge of 11 different public speaking styles and formats
- Developed student presentations face-to-face and virtually

Small Business Consultant, 2002

- Supervised by Strategic Management Professor, Larry Weinzimmer, and operated under his student-community engagement project
- Conducted market research, analyzed survey data, and consulted with and for *FastBreak*—A local Barnes & Noble convenience store
- Presented retail space recommendations to clients and saw new store design put into action

University Promotional Performer, 2001

- Parent and community college promotional performer for Bradley University and the Bradley University Speech Team
- Presented at multiple recruiting events within Peoria

Speech Forensics Coach, Summer Forensics Institute, Summers 1998 – 2001

- Coached high school Original Public Address Speaking and Oral Interpretation
- Taught basic research skills and comedic timing