

CURRICULUM VITAE

Elizabeth Fisher Turesky

8 Farms Edge Road, Cape Elizabeth, Maine 04107

e-mail: eturesky@maine.edu

EDUCATION

Case Western Reserve University, Ph.D., Organizational Behavior, 1984

University of Colorado, M.P.A., Public Administration, 1980

Wheaton College, Norton, MA, B.A., Psychology, 1976

Dartmouth College, Psychology, 1974-1975

PROFESSIONAL EXPERIENCE

Professor, Leadership and Organizational Studies graduate and undergraduate Programs, University of Southern Maine, Lewiston-Auburn College. 2018-present.

Associate Professor, Leadership and Organizational Studies graduate and undergraduate Programs, University of Southern Maine, Lewiston-Auburn College. 2012-present.

Assistant Professor, Leadership and Organizational Studies graduate and undergraduate Programs, University of Southern Maine, Lewiston-Auburn College. 2006-2012.

Associate Professor (non-tenure track), Leadership and Organizational Studies Program, University of Southern Maine, Lewiston-Auburn College. 2005-2006.

Adjunct Faculty Member, Leadership and Organizational Studies Program, University of Southern Maine, Lewiston-Auburn College. 2004-2005.

Organizational Development Consultant, Private Practice, 1991-2007.

Facilitator of Leadership in Ethical Decision-Making Certificate Program, Joint initiative of University of Southern Maine, University of New England and Institute for Global Ethics, 1996-1998.

Visiting Associate Professor, Administrative Sciences Department, Colby College, 1990-1999.

Director of Training and Development, City of Portland, 1987-1991.

Visiting Assistant Professor, Administrative Sciences Department, Colby College, 1985-1987.

Visiting Assistant Professor, Whittemore School of Management, University of New Hampshire, 1984-1985.

Instructor, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University, 1980-1983.

Research Assistant, School of Public Affairs, University of Colorado, 1979-1980.

COURSES TAUGHT

Graduate: Foundations of Leadership II: Theory and Practice, Capstone Seminar, Master's Project/Master's Thesis, Training and Development, Organizational Development, Community Leadership, Leadership and Film, Conflict Management, Leadership Study Abroad, Women's Ways of Leading.

Undergraduate: Organizational Behavior, Organizational Change and Development, Group Dynamics, Leadership, Community Leadership, Towards a Global Ethics, Leadership Study Abroad, Organizational Theory, Women's Ways of Leading.

FUNDING

Fifteen internal research and course development grants funded ranging from \$300-\$5000, 2007-2021

HONORS AND AWARDS

Nominee for the President's Award for Excellence, Spring 2019

Election to The Honor Society of Phi Kappa Phi, Spring 2018

Board of Trustee Certificate of Appreciation, Fall 2018

Donald Harward Faculty Award for Service-Learning Excellence, Spring 2015

USM Faculty Senate Award for Research, Spring 2013

USM Faculty Senate Award for Service, Spring 2010

CONFERENCE PRESENTATIONS, PAPERS and WORKSHOPS

Goryunova, E. & Turesky, E.F. (2021). Optimizing leadership Trajectory of Women Around the Globe to Build their Leadership Capacity. International Leadership Association Annual Global Conference. Geneva, Switzerland (Virtual), October.

Turesky, E.F. & Nemeroff, C. (2021). Networked Leadership: the coming of Age of a Feminist Lens for Leadership Development. Leadership for the Future: Current Approaches and Insights from Futures-Studies and Foresight Panel. International Leadership Association Annual Global Conference. Geneva, Switzerland (Virtual), October.

Turesky, E.F. & Goryunova, E. (2019). Dare to Lead: Utilizing Experiential Pedagogy to Develop Courageous Leaders. International Leadership Association Annual Global Conference. Ottawa, Canada, October.

Turesky, E.F. (2019). Teaching for meaning around the Learning Cycle. Summer Academy of Adult Learning and Teaching (SAALT). University of Southern Maine. Portland, Maine, July 29-August 1, 2019.

Turesky, E.F. & Peabody, M. (2019). Brick by Brick: Using LEGO® Serious Play® to Teach 'Change Leadership'. Management & Organizational Behavior Teaching Society Conference. Ramapo College, Mahwah, New Jersey, June 5-9, 2019.

Turesky, E.F. & Modak, R. (2019). Co-Facilitated the Summer Academy of Adult Learning and Teaching (SAALT). University of Southern Maine. Portland, Maine, July 30- 2, 2018.

Turesky, E.F. (2019) Good Teaching Series: Crafting the Aesthetic Workspace: An Experiential Arts-Based Exercise. Center for Collaboration & Development. University of Southern Maine. Portland, Maine, February 4, 2019.

Turesky, E.F. (2018). *Experiential Educator Roles*. Summer Academy of Adult Learning and Teaching (SAALT). University of Southern Maine. Portland, Maine, August 1, 2018.

- Turesky, E.F. & Cochrane, P. (2018). *The Adult Learner*. (2018). Summer Academy of Adult Learning and Teaching (SAALT). University of Southern Maine. Portland, Maine, July 31, 2018.
- Turesky, E.F., Cochrane, P. & Modak, R. (2018). Co-Facilitated the Summer Academy of Adult Learning and Teaching (SAALT). University of Southern Maine. Portland, Maine, July 30- 2, 2018.
- Turesky, E.F. (2017). *Experiential Educator Roles*. (2017). Summer Academy of Adult Learning and Teaching (SAALT). University of Southern Maine. Portland, Maine, August 2, 2017.
- Turesky, E.F. & Peabody, M. (2017). *Experiential Education Workshop: Images of Change and the psychological sense of community: The ELIMAR model*. Organizational Behavior Teaching Society Conference. Providence College, Providence, Rhode Island, Ohio, June 14-17, 2017.
- Turesky, E.F. (2017). *Unlocking Your Experiential Teaching Potential*. 2017 University College Faculty Institute for Technology-Enhanced Teaching and Learning. University of Maine. Augusta, Maine, May 18, 2017.
- Turesky, E.F., Gibson, J. (2017). *A breath of Fresh Air: Women College and University Presidents of Maine*. Women and Gender Studies Consortium. Southport, Maine. May 16, 2017.
- Turesky, E.F. (2017). *Unlocking Your Experiential Teaching Potential*. Center for Collaboration and Development, University of Southern Maine. Portland, Maine, February 10 and March 24, 2017.
- Turesky, E.F. & Light, G. (2016). *The Experiential Educator and the Reflective Practitioner Revisited*. Experiential Learning Community of Practice Fifth Annual Conference. Cleveland, Ohio, June 16-18, 2016.
- Turesky, E.F. (2016). *Experiential Education Workshop: Building Learning Spaces that Unite Educators and Learners*. Organizational Behavior Teaching Society Conference. Walsh University, North Canton, Ohio, June 8-11, 2016.
- Turesky, E.F. & Light, G. (2015). *On Becoming an experiential educator and the holistic practitioner*. Experiential Learning Community of Practice Fourth Annual Conference. Newbury, Ohio.
- Turesky, E.F., Davenport, B., Peabody, M. & Jacobus, M. (2014). *The knot: Community engagement strategies bound together by interdisciplinary strength*. Consortium of Urban and Metropolitan Universities Conference. Syracuse, New York.
- Turesky, E.F., Davenport, B., Peabody, M. & Jacobus, M. (2014). *Lewiston-Auburn College: Twenty-five years of metropolitan existence*. Consortium of Urban and Metropolitan Universities Conference. Syracuse, New York.
- Turesky, E.F. (2014). *Advancing Theories of Women and Leadership*. Academic Colloquium. Utah Valley University, Orem, Utah.
- Turesky, E.F. (2014). *Female college and university presidents: Examples from the Northeastern US*. Women in Community Conference, Singapore.
- Turesky, E.F. & D. Jenkins (2013). *The Art of Creative pedagogy*. American Creativity Conference. Lewiston, Maine.

Turesky, E.F. (2013). *A multicultural perspective of women leaders*. Maine Women's Work-in-Progress Retreat. Rockport, Maine.

Turesky, E.F. (2012). *Managing disagreement with creative flair*. South African Creativity Conference for Educators, Klein Kariba, South Africa.

Turesky, E.F. (2012). *Managing disagreement with creative flair*. South African Creativity Conference for Corporations, Klein Kariba, South Africa.

Bright, D., Caza, A., Turesky, E.F., Whitney, C., Luechtefeld, R., Nelson, E. & Putzel, R. (2012). *Intellectual, psychological and social outcomes in the constructivist classroom*. Academy of Management Annual Meeting. Boston, Massachusetts.

Turesky, E.F. & Mundhenk, L.G. (2012). *Daniel Pink's, A Whole New Mind-Why Right Brainers Will Rule the Future*. American Society for Training and Development. Portland, ME.

Bright, D., Caza, A., Turesky, E.F., Whitney, C., Luechtefeld, R., Nelson, E. & Putzel, R. (2011). *The impact of student peer management on student learning*. Academy of Management Annual Meeting.

Turesky, E.F. & Lapping, J. (2011). *Webinar Presentation: Faculty Involvement: Gains and gifts for Prior Learning Assessment*. American Council on Education.

Bright, D., Turesky, E.F., Stang, T. (2011). *Professor as facilitator: Shaping an emerging, living system in the classroom*. Academy of Management Conference. San Antonio, TX.

Turesky, E.F. & Harvey, C. (2011). *Experiential learning + collaborative learning = improved learning communities*. Organization Behavior Teachers' Conference, Marquette University, Milwaukee, Wisconsin.

Turesky, E.F. (2010). *Professor as gardener: Cultivating 21st century leadership practices in the emergent Learning classroom*. International Leadership Association, 12th Annual Global Conference. Boston, MA.

Bright, D. & Turesky, E.F. (2010). *Fostering student-to-student feedback: A condition for emergent learning in the classroom*. Organization Behavior Teachers' Conference, University of New Mexico, Albuquerque, NM. June, 2010.

Turesky, E.F. (2009). *Women and transformative leadership perceptions*. International Leadership Association, 11th Annual Global Conference. Prague, Czech Republic.

Bright, D. & Turesky, E.F. (2009). *Professor as gardener: The emergent learning classroom*. Organization Behavior Teachers' Conference. College of Charleston, Charleston, SC.

Turesky, E. F. & Mundhenk, L. G. (2008). *What every entrepreneurial teacher should know about creating successful groups*. Organization Behavior Teachers' Conference. Babson College, Wellsley, MA.

Turesky, E.F., Dixon, D.L. & Allen, S.J. (2007). *Integrating leadership theory and practice for sustaining organizational change*. International Leadership Association, 9th Annual Conference. Vancouver, BC, Canada.

Turesky, E.F. (2006). *Community leadership initiative program*. International Leadership Association, 8th Annual Global Conference. Chicago, Illinois.

Turesky, E.F. (2002). *Negotiating Skills in Building Partnerships*. National Association for Government Training and Development, Portland, Maine.

Turesky, E.F. (1996). *Dealing with Resistance to Change*, Colby College, Waterville, Maine.

Turesky, E.F. (1995). *Managing Conflict Effectively*, City of Manchester, New Hampshire.

Turesky, E.F. (1990-1998). *Ethical Issues in Leadership and Ethics in the Workplace*. Women in Management Conferences, Portland, Maine.

Turesky, E.F. (1989). *Managing Change*. Women in Management Conference, Portland, Maine.

CURRENT RESEARCH

Leadership development; experiential teaching and learning and, organizational change and development.

PUBLICATIONS

Nemeroff, C. & Turesky, E.F. (2021). Networked Leadership: the coming of age of a feminist lens for leadership development edited by Thomas Mengel. *Leadership for the Future: Lessons from the Past, Current Approaches, and Insights from Futures-Studies and Foresight*. Cambridge Scholars Publishing. Newcastle upon Tyne, UK.

Goryunova, E., Schwartz, A. & Turesky, E.F. (2021). Six Steps to Ensure an All-Inclusive Workplace, *Future of Work Campaign*, Emerald Publishing.
<https://www.emeraldgrouppublishing.com/opinion-and-blog/six-steps-ensure-all-inclusive-workplace>

Goryunova, E., Schwartz, A. & Turesky, E.F. (2021). The Inclusion Imperative. *Future of Work Campaign*, Emerald Publishing. <https://www.youtube.com/watch?v=nsfO0BOBOOY>.

Goryunova, E., Schwartz, A. & Turesky, E.F. (2021). Future of Work Infographics, Future of Work Campaign, Emerald Publishing, https://www.emeraldgrouppublishing.com/sites/default/files/2021-10/Future-of-work-infographic_Oct2021.pdf

Goryunova, E., Schwartz, A. & Turesky, E.F. (2021). Leadership Mobility of Transgender and Gender Non-Conforming Individuals. *Gender in Management Journal*. (Accepted for publication.)

Turesky, E.F., Smith, C.D. & Turesky, T.K. (2020). A call to action for virtual team leaders: practitioner perspectives on trust, conflict, and the need for organizational support. *Organizational Management Journal*.

Turesky, E.F., Nemeroff, C.J., Turesky, M.F. & Gibson, J.T. (2019). Leading through the Messy Middle: Women Presidents of Maine Colleges and Universities. *International Journal of Leadership and Change*. 7(1), article 2, 21-34. Retrieved from: <https://digitalcommons.wku.edu/ijlc/vol7/iss1/2>.

Turesky, E.F. & Peabody, M.A. (2019). Brick by Brick: Using LEGO® Serious Play® to Teach ‘Change Leadership’. *Proceedings of the 2019 Management and Organization Behavior Teachers’ Society’s Conference*.

Peabody, M.A & Turesky, E.F. (2018). Shared Leadership Lessons: Adapting LEGO® SERIOUS PLAY® in Higher Education. *International Journal of Management and Applied Research*, (5) 4, 211-223.

Turesky, E.F. & Peabody, M.A. (2018). University identity change through a psychological sense of community framework: A case study of the ELIMAR model. *International Journal of Leadership and Change*. 6(1), 41-54.

Turesky, E.F. & Peabody, M.A. (2017). University identity change through a psychological sense of community framework: A case study of the ELIMAR model. *International Journal of Leadership and Change*. (accepted for publication Volume 6, 2018).

Bright, D., Casa, A., Turesky, E.F, Nelson, E., Putzel, R. Luechtefeld, R. (2016). Constructivism The Impact of Constructivist Meta-Practices in Leadership Education: When Students Design Activities, Lead Others, and Assess Peers. *Journal of Leadership Education*. 15(4), 75-99.

Turesky, E.F. & Light, G. (2016). Experiential Education Workshop: Building Learning Spaces that Unite Educators and Learners. *Proceedings of the 2016 Organization Behavior Teachers' Conference*.

Vella, E.J., Turesky, E.F., & Hebert, J. (in press). Predictors of academic success in web-based courses: age, GPA, and instruction mode. *Quality Assurance in Education*. 24 (4), 586-600.

Morin, L., Turesky, E.F., Robinson, B. (2015) Teaching Tomorrow's Leaders by Discussing Today's Media. *Journal of Leadership Education*. 14 (3), 17-34.

http://www.journalofleadershiped.org/attachments/article/397/2014_0290_turesky.pdf

Bright, D., Turesky, E.F., Putzel, R. & Stang, T. (2012). Professor as facilitator: Shaping an emerging, living system of shared leadership in the classroom. *Journal of Leadership Education*, 11 (1), 157-176.

Turesky, E. F., Cloutier, K. & Turesky, M. (2011, October). The feminine approach to leadership in a masculine society: Perceptions of female leaders in Italy. *Integral Leadership Review Journal*. <http://integralleadershipreview.com/3995-feminine-paths-to-leadership-in-italy-perceptions-of-female-italian-leaders-in-a-masculine-society/>

Turesky, E.F. Gallagher, D. (2011). Know thyself: Coaching for leadership using Kolb's experiential learning theory. *The Coaching Psychologist*, 7 (1), 5-14.

Turesky, E.F. & Harvey, C. (2011). Experiential Learning + Collaborative Learning = Improved Learning Communities. *Proceedings of the 2011 Organization Behavior Teachers' Conference*.

Turesky, E.F. & Connell, P. (2010). Off the rails: Understanding the derailment of a lean manufacturing initiative. *Organizational Management Journal*. 7 (2), 110-132.

Turesky, E.F. & Connell, P. (2010). Linking Theory & Practice: Comments by Elizabeth F. Turesky and Patrick Connell on Ariens: A lean case study by Hartwell and Roth. *Organizational Management Journal*. 7 (2),133-134.

Turesky, E.F. & Mundhenk, L. (2010). Going beyond contemporary leadership development practices: Assessing leadership using cognitive stage and experiential learning theories. *Academic Leadership Journal*. 8 (3).

Turesky, E. F. & Wood, D. (2010). Kolb's Experiential Learning as a critical frame for reflective practice. *Academic Leadership Journal*. 8 (3).

Bright, D. & Turesky, E.F. (2010). Fostering student-to-student feedback: A condition for emergent learning in the classroom. *Proceedings of the 2010 Organization Behavior Teachers' Conference*.

Bright, D. & Turesky, E.F. (2009). Professor as gardener: The emergent learning classroom. *Proceedings of the 2009 Organization Behavior Teachers' Conference*.

Turesky, E. F. & Mundhenk, L. (2008). Going beyond traditional career development theories: Individualizing counseling using cognitive stage and experiential learning theories. *The Canadian Journal of Career Development*. 7(2), 3-7.

Turesky, E. F. & Mundhenk, L. G. (2008). What every entrepreneurial teacher should know about creating successful groups. *Proceedings of the 2008 Organization Behavior Teachers' Conference*.

Turesky, E.F. (2005). David Kolb's experiential learning model and career development. *Career Planning and Adult Development Journal*. 21(1), 58-65.

Work in progress:

Turesky, E. & Nemeroff, C. *The nature and nurturing of leaders: Women presidents of colleges and Universities*. (In preparation for submission to Palgrave Publishers).

SELECTED PROFESSIONAL AFFILIATIONS AND ACTIVITIES (past and present)

Ad hoc reviewer for multiple journals and conferences (past and present) including: Article Editor for *SAGE Open*. Open access journal that publishes peer-reviewed original research; *Journal of Applied Behavioral Science*; *Organization Management Journal*; *Advancing Women in Leadership Journal*; *Organizational Management Journal*; *the Journal of Applied Behavioral Science*; Academy of Management Conference; Organizational Behavior Teaching Conference; Eastern Academy of Management Conference; International Leadership Association Conference. Peer Reviewer for: Mid Sweden University, Science, Technology and Media Department—*SIMPLY LEAN: Helping Swedish businesses integrate LEAN practice with corporate sustainability*. Reviewed Lean Manufacturing research project focused on by the Knowledge Foundation including collaboration between university researchers (Swedish Knowledge Foundation Research Program) and private business partners.

PROFESSIONAL MEMBERSHIPS

Academy of Management, 2011-present

National Training Laboratory (NTL) Institute for Applied Behavioral Science), 2010-present

Management & Organizational Behavior Teaching Association, 2007-present

International Leadership Association, 2006-present

UNIVERSITY OF SOUTHERN MAINE SERVICE

University:

- Summer Academy on Adult Teaching and Learning (SAALT) Committee member & Curriculum Sub Committee Chair, (2016-17; 2017-18; 2018-19; 2019-20; 2021-): Intensive, 3-4-day Faculty Development. David Nutty and Paul Cochrane were granted \$55,000 in funding to host the first intensive, 3-4-day faculty development opportunity, July 31-August 3 (2017) on the Portland Campus. This Academy brings together roughly 26 faculty (3-4 from each of the 7 campuses) in an immersive faculty development focused on the non-traditional adult experiential learner. One of the goals of the academy is to create cohort interdisciplinary faculty resource teams that will

continue their collaboration following the academy. SAALT is funded again for 2017 FY, July 30-August 2, 2017.

- 2019 Commencement address to students from USM Faculty Senate (May 2019)
- Faculty Senate, Vice Chair (September 2017-May 2019)
- Faculty Senate Recognition Awards Committee Chair (2017-2019)
- Faculty Senate Research Grant Committee organizer and advisor (2019)
- Faculty Senate, Vice Chair (September 2017-May 2019)
- Managing Online Student Feedback, Panel Discussion (September, 2018)
- Faculty University of Maine Board of Trustees Representative, July 2016-December 2018 -- elected Liaison Lead for Faculty BoT Representative team in 2017.
- Faculty Senate, September 2016-2019
- NEASC subgroup contributor on mission and purpose (May 2015)
- University of Maine Community Engagement Steering Committee (December 2014-June 2015)
- Undergraduate Research Opportunities Program (UROP) reviewer (2012 and 2015)
- Presidential Search Committee (September 2014-January 2015)
- Metropolitan University Presentation and facilitation-USM Library Staff, Professional Development Day (August 21, 2014)
- Member of Metropolitan University Steering Group, 2014-2015.
- Member of President Search Committee, 2014-2015.
- Member of Tenure and Promotion Committee, 2010-present.
- Affiliated Scholar, Women and Gender Studies, 2012-present.
- Member of Community Advisory Board, 2010-2015.
- Chair of Research Council, 2009-2013.
- Member of Prior Learning Assessment Advisory Council, 2008-2015.
- Representative of Faculty Senate, 2006-2008.

College:

- External Reviewer for the Economics Program (Spring 2021)
- LAC Scholarship Committee (Spring 2018-Fall 2021)
- LAC Dean Search Committee (Spring 2018)
- Chair, LAC Standing Promotion and Tenure Committee, and Post-Tenure Review Committee (Fall 2016-Spring 2018)
- LAC Standing Promotion and Tenure Committee, and Post-Tenure Review Committee (Fall 2010-Fall 2018)
- Leadership PhD co-lead in program curriculum development (Fall 2016-Spring 19)
- LAC Scholarship Committee (2018-present)
- LAC Dean Search Committee (2018)
- MOT Faculty Search Committees (2017)
- Chair, LAC Standing Promotion and Tenure Committee, and Post-Tenure Review Committee (2016-2018)
- LAC Standing Promotion and Tenure Committee, and Post-Tenure Review Committee (2010-2018)
- LAC Post Tenure Peer Review Committee (2010-2014)
- Leadership PhD co-lead in program curriculum development (2016-present)
- Hosted and mentored new adjunct faculty members from Singapore and Sweden (July and August 2015)
- Metropolitan University-LAC Committee-Chair (2014-2015)
- Liaison of Leadership and Organizational Studies Programs, 2012-2014.
- Curriculum Development
 - Lean Leadership Certificate development-designed, developed, 2012

- Co-collaborator with MLS/LOS faculty in design of Leadership (LOS) Certificates and LOS Minor, 2006-present.
- Leadership Study Abroad Program Curriculum, 2006-present.
- Director of Community Leadership Initiative Program (CLIP), 2004-2008-Designed and Developed curriculum; facilitated sessions; coordinated delivery of Program that involved LAC faculty, staff, Lewiston community partners and citizens.
- Member of Leadership and Organizational Studies Assistant Professor Search Committee, 2013-2014.
- Chair of LOS Program Review Self Study, 2012-2013.
- Member of Community Advisory Board, 2010-2015.
- Supervisor of Masters in Leadership Studies Teaching Assistants (TA), 2006-2014.
- Spearheaded transfer agreement from SMCC Fire Science to USM LOS, 2010.

Department:

- Chair, LOS Standing Promotion and Tenure Committee, and Post-Tenure Review Committee (Fall 2021-present)
- Student advisor for Prior Learning Assessments (PLA)/Portfolio Supervision and Approval (September 2019-present)
- LOS liaison to the Office of Prior Learning Assessment
- Undergraduate Certificate in Leadership Oversight
- Online course design for training and Development
- Student Evaluation redesign
- Chair, LOS part-time faculty search for LOS665, Spring 2019
- Member, LOS faculty search committee, 2019
- Organization Development Graduate Certificate advisor
- Organization Development Graduate Certificate design, development & launch 2018
- PhD curriculum development 2018-present)
- Designed, developed and taught new course: LOS 502 Foundations of Leadership III: Theory and Practice (Organization Development and Organization Systems)
- Organization Development Graduate Certificate design, development and launch 2016-18
- Designed, developed and taught new course: LOS 639/439 Women's Ways of Leading: Partnering and creating change 2016-18
- Curriculum Development:
 - Along with Dr. Glenn Cummings, initiated collaborations between UMA and LOS/MLS Program to align our MLS 4+1 Program and Minor with UMA Public Administration Program (2015)
 - Lean Leadership Certificate development-designed, developed and advisor for (2012-2015)
- Member, Leadership and Organizational Studies Assistant Professor Search Committees (2011, 2012, 2013)
- Co-collaborator with MLS/LOS faculty in design of Leadership (LOS) Certificates and LOS Minor (2006-present)
- Leadership Study Abroad Program Planning (2006-present)
- Masters in Leadership Studies/ Teaching Assistant supervision (2006-2014)
- Spearheaded transfer agreement from SMCC Fire Science to USM LOS (2010-2012)
- Continuous Improvement Lean Leadership Certificate (2011)
- Leadership Study Abroad Program Planning (2010-present)
- MLS/TA supervision (2013)

PUBLIC SERVICE

- Co-founding member of the Maine Organizational Development Association (MODA) (2015-

present). maineoda.com

Our mission statement:

Maine Organization Development Association (MODA) is a group of internal and external consultants and academics. We provide education, resources, and networking opportunities for students, academics, and fellow organization development practitioners to address organizational changes. We serve as a bridge between theory and practice to the Maine community by acting as a growth and development resource and support system for local non-profit and business organizations.

- Reviewer for Donald Harward Faculty Awards (2016)
- Experiential Learning Community of Practice for Planning Committee (June, 2015-June 2016)
- National Training Laboratory (NTL) Institute for Applied Behavioral Science. Co-convened Steering Research Review committee on the establishment of an IRB, July 2015. (invited)
- Creative Problem Solving for Quality Improvement Workshop-Cambridge Hospital (December 18, 2014)
- Maine Youth Leadership Board of Directors (2009-2012)
- Maine Youth Leadership Presentation on Leadership and Team Development (2009, 2010, 2011, 2012)

PROFESSIONAL DEVELOPMENT

- Institute of Global Ethics, Ethics in Education Program, Camden, ME
- Civic Leadership Institute, Facilitative Leadership, Portland, ME
- Equity Institute, New Directions in Diversity, Portland, ME
- National Training Laboratory for Behavior Sciences, Bethel, ME
 - Myers-Briggs Type Indicator Certificate Program
 - Managing Complex Change
 - The Leading Edge: Advanced Team Building Laboratory
- Gestalt Institute, Dealing with Resistance to Change, Cambridge, MA
- Synectics, Inc., Innovative Teamwork Program, Cambridge, MA
- The Art of Empowerment Workshops and Certification, MA and ME
- Power and Systems Organization Workshop, Boston, MA

SELECTED PROFESSIONAL ACTIVITIES, 1991-2007

ORGANIZATIONAL DEVELOPMENT CONSULTING PRACTICE

Consultant to New England Organizations; Leadership and Organizational Development

Thirty-five years of experience diagnosing, designing and developing organizational change efforts with interventions which included strategic planning, data feedback, management and leadership coaching, mediation/conflict consultation, and team development within Public Safety, Health and Services, Public Works, Finance, Legal, Human Resources, Parks and Recreation, Transportation, MIS, City Planning and Economic Development Departments of the City of Portland, agencies, small businesses, colleges, school districts and non-profit organizations. Past clients included Area Agency on Aging, City of Portland, Colby College, Deering Lumber Company, Drummond and Drummond Law Firm, Group Main Stream, National Semi Conductor, State of Maine, Stephens Memorial Hospital, the University of Southern Maine.

TRAINING PROGRAMS: WORKSHOP DESIGN, DEVELOPMENT AND FACILITATION

University of Maine (2017-2019)

Summer Academy of Adult Learning and Teaching (SAALT)

City of Portland (1989-2003)

- Leadership Development Program: two-week workshops (yearly for 14 years)
- Peer Mediation: one-week workshop

- Performance Appraisal train-the-trainer: one-week workshops (two years)
- Myers-Briggs Type Indicator: two-day workshops (yearly for 14 years)
Colby College: Understanding and Managing Change: three-day workshop
State of Maine: Negotiation Skills Training Workshops: two-day workshop