
Daniel E. Martin, Ph.D.

(510) 885-2060 (W) daniel.martin@csueastbay.edu

ACADEMIC

California State University, East Bay: Department of Management

25800 Carlos Bee Boulevard *2004-Current*
Hayward, California 94542-3066
San Francisco, CA 94105-2968

ASSOCIATE PROFESSOR: MANAGEMENT

Charter for Compassion

Seattle *Fall 2013-Current*
Washington, 98104

DIRECTOR OF RESEARCH

Stanford University (Department of Neurosurgery): Center for Compassion and Altruism Research and Education

Stanford *Fall 2011-Current*
California 9430

COLLABORATING SCIENTIST (FORMER VISITING/CONSULTING ASSOCIATE PROFESSOR):
PRO-SOCIAL MOVEMENTS/POSITIVE ORGANIZATIONAL SCHOLARSHIP

University of California, Berkeley, School of Law (Boalt Hall): Center for the Study of Law and Society

2240 Piedmont Ave. *Fall 2011-Summer 2012*
Berkeley, CA 94720

VISITING SCHOLAR: RELIGIOSITY, DISCRIMINATION AND EMPLOYMENT LAW

Universidad Juarez Autonoma De Tabasco

Villahermosa, Tabasco, Mexico *Summer 2011-Current*

VISITING FACULTY: CROSS CULTURAL ORGANIZATIONAL BEHAVIOR/MENTORING

Graduate Courses:

1. International Human Resources
2. Graduate Introduction to Organizational Management
3. High Performance Management
4. Compensation
5. Labor and Employee Relations
6. Research Methods and Communication
7. Strategic Human Resources Management
8. Business and Society
9. Training and Development
10. Human Resources Evaluation
11. Leadership
12. Positive Organizational Scholarship
13. Management Communication

Undergraduate Courses:

1. Organizational Behavior
2. Compensation and Benefits
3. Human Resources Management
4. Theories of Management
5. Training and Development
6. Human Resources Evaluation

International MBA/Professional MBA:

1. Global Human Resources
2. Leadership
3. Organizational Behavior
4. Management Communication

International Programs

1. **Hong Kong, China (2006):** International Strategic Human Resources Management
2. **Institute of Business and Economics, Moscow, Russia (2008-Current):** International Strategic Human Resources Management, Global Leadership, Managerial Communication

P E E R R E V I E W E D P U B L I C A T I O N S

1. Martin, D.E. (2015) Social Dominance Orientation and Mentorship. Personnel Review
 2. Martin, D., Heineberg, Y., Seppala, E., Rossomando, T., Doty, J., Zimbardo, P., Berger, R., Shiue, T. & Zhou, Y. (2014) Multiple facets of compassion: The impact of social dominance orientation and economic systems justification. Journal of Business Ethics.
 3. Martin, D.E. (2013) Whistle Blowing, Religiosity, Spirituality and Integrity: Understanding the Impact of Social Dominance Orientation and Environmental Context Journal of Organizational Moral Psychology Vol. 2, Is. 3
 4. Martin, D.E., Margolin, J. (2012) Uniform Guidelines, Spirituality, and Predictors of Ethical Workplace Behaviors Journal of Law, Business & Ethics Vol 18, Winter 2012
 5. Martin, D.E. (2012) Culture and Unethical Conduct: Understanding the impact of individualism and collectivism on actual plagiarism Management Learning 43 (3), 261-273
 6. Martin, D.E. (2011) Internal Compensation Structuring and Social Bias: Experimental Examinations of Point Factor Job Evaluation. Personnel Review Vol 40 (6), 785-806
 7. Martin, D.E., Rao, A., Sloan, L. R. (2011) Ethnicity, Acculturation, and Plagiarism: A Criterion Study of Unethical Academic Conduct. Human Organization. Vol 70(1), 88-96
 8. Martin, D.E. (2010) Open-Source Software Technology Yields Success in Research Courses. Business Education Forum October Volume
 9. Martin, D.E., Austin, B. (2010) Validation of the Moral Competency Inventory Measurement Instrument: Content, Construct, Convergent and Discriminant Approaches Management Research Review. Vol. 33, 6, 437-451
 10. Martin, D.E., Moore, C., Hedgspeth, C. (2009) The Unobtrusive Knowledge Test: Validity and Impact of Stereotype Threat Equal Opportunities International Vol 28, No 7, 577-590
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11. Martin, D.E., Rao, A., Sloan, L. R. (2009) Plagiarism, Integrity, and Workplace Deviance: A Criterion Study Ethics and Behavior Vol 19, No 1, 36-51
12. Martin, D.E., Moore, C., Legree, P. J. (2007) Personnel Selection: An Application of the Unobtrusive Knowledge Test Journal of Business and Behavioral Sciences Vol 16, No 1, 4-16
13. Martin, D.E., Wiley, D., Legree, P. J. (2007). Ethnocentrism and Internal Compensation Structuring: An Experimental Examination of Point Factor Job Evaluation. Western Journal of Human Resource Management
14. Rao, A., Martin, D.E. (2006). Intercultural Managerial Influence: The French experience in the U.S. Journal of International Business: Strategy
15. Legree, P. J., Martin, D.E., Medsker, G. (2003). Tacit Driving Knowledge, Emotional Intelligence and Accident Risk: Traffic Safety Implications. Journal of Applied Psychology. Vol 88(1), Feb 2003, 15-26.
16. Martin, D.E. (2000). Brought into the Fold: Influence and Persuasion in a Conversional Religious Setting. Skeptic Vol. 8 No. 2, 56
17. Legree, P. J., Martin, D.E. & Psotka, J. (2000). Measuring cognitive aptitude using unobtrusive knowledge tests: A new survey technology. Intelligence. Vol.28, No. 4, 291-308
18. Legree, P. J., Gade, P. & Martin, D.E. (2000). Military enlistment and family dynamics: Youth and parental perspectives. Military Psychology. Vol. 12, No. 1, 31

C H A P T E R S

1. Martin, D.E., Heineberg, Y. (2016): Social Dominance Orientation, Compassion and Leadership. Oxford Handbook of Compassion Research
2. Martin, D.E., Heineberg, Y. (2016)
3. Martin, D. E.(2013): Social Dominance Orientation and adherence to Corporate Social Responsibility: The Impact of Vertical Collectivism and Social Dominance Orientation
4. Martin, D.E.(2013): Social Dominance Orientation and Mentorship
5. Martin, D.E.: Understanding Plagiarism Behavior through Criterion Studies-Predictors of Actual Plagiarism in Wankel, C., & Stachowicz-Stanusch, A. (2012). Handbook of Research on Teaching Ethics in Business and Management Education (pp. 0-492). doi:10.4018/978-1-61350-510-6
6. Martin, D.E. Internal Compensation Discrimination: Empirical and Theoretical Developments. in Ozbilgin, M. (2009) *Theory and Scholarship in Equality, Diversity, Inclusion and Work: a research companion*, Cheltenham and New York: Edward Elgar.

A C A D E M I C P U B L I C A T I O N S

1. Martin, D.E. (2003). Stereotype Threat, Cognitive Aptitude Measures and Social Identity. Howard University, Doctoral Dissertation
2. Martin, D.E. (2001). Attribution of Justice in White-Collar Crime: The Impact of Ethnocentrism and Acculturation. Howard University, Masters Thesis

U N D E R R E V I E W

- Martin, D.E. (2015) Uniform Guidelines, Religiosity and Unethical Workplace Behavior Atlantic Legal Journal
 Martin, D. E. (2015) Social Dominance Orientation and adherence to Corporate Social Responsibility: The Impact of Vertical Collectivism and Social Dominance Orientation. Business Ethics: European Review

W O R K I N G P A P E R S

1. Martin, D. E.: SDO, Leadership and Compassion
 2. Martin, D. E.: Religiosity, Spirituality and Plagiarism: A Criterion Study
 3. Martin, D.E.: Protected and Prosecutorial: Religiosity and Discrimination in the Workplace
 4. Martin, D.E.: Bribery and Employee Discipline: Social Dominance and Punishment
 5. Martin, D.E.: Adherence to Free Market Ideology and Human Resources Outcomes
 6. Martin, D.E.: Adherence to Free Market Ideology and Workplace Spirituality
 7. Martin, D.E.: Compassionate Behavioral Activation and Work Related Ideology
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F U N D E D G R A N T S

2008- 2012 FIPSE Grant: Alliance to Facilitate Commercial Relationships and Tourism through the Development of Human Resources in North America

P E E R R E V I E W E D C O N F E R E N C E P R O C E E D I N G S
A N D P R E S E N T A T I O N S

- Martin, D.E. (2015): Compassion Development: International Research Centre for Communication in Healthcare, Hong Kong, China
- Martin, D.E. (2015): Compassion Development: Positive Organizational Scholarship Conference, Orlando, Florida
- Martin, D.E. (2014): Compassion and Ideology: Science of Compassion 2014, San Francisco, CA
- Martin, D.E. (2014): Compassion: Dyadic Development and outcomes: Science of Compassion 2014, San Francisco, CA
- Martin, D.E. (2013): Management Education for the Future -Towards Responsibility, Sustainability and Integrity: Proceedings of the 2013 Academy of Management
- Martin, D.E. (2013): Applying Mentoring in Latin America: The MEM and SDO. Proceedings of the 2013 Academy of International Business, Latin America
- Martin, D.E. (2012): Corporate Social Responsibility: The Impact of Social Dominance Orientation and Vertical Collectivism on Adherence. Proceedings of the 2012 Academy of International Business
- Martin, D.E. (2011): Social Responsibility and Vertical Collectivism: The Impact of Social Dominance Orientation Proceedings of the 2011 Iberoamerican Academy of Management: Adherence to Corporate
- Martin, D.E. (2011): Predicting Plagiarism: Studies of Actual Plagiarism Behavior: Proceedings of the 2011 Academy of Management
- Martin, D.E. (2011): Uniform Guidelines, Religiosity, Spirituality and Integrity Proceedings of the Law and Society Conference
- Martin, D.E. & Singh, J. (2011): Persecuted and Prosecutorial Proceedings of the Law and Society Conference
- Martin, D.E. (2010): SDO Predicts Mentor's Mentorship Expectations More Than Race and Discipline. Proceedings of the 2010 Decision Sciences Institute Conference
- Mao, E. & Martin, D.E. (2010) Enthusiasm, Anxiety, and Technology Acceptance: Toward Ending the Duality of IT through Emotions Proceedings of the 2010 Decision Sciences Institute Conference
- Martin, D.E. (2010) Uniform Guidelines, Spirituality, Religiosity, and Predictors of Ethical Workplace Behaviors. Proceedings of the 2010 Academy of Management Conference
- Martin, D.E (2010) American White Test-givers Produce Stereotype Threat Damage but British Whites Don't, Suggesting that African Americans Expect Different Levels of Prejudicial Stereotyping by Nationality. Proceedings of the 2010 Hawaii International Business Conference
- Martin, D.E. (2009) Understanding Digital Plagiarism and Culture: The Impact on Intellectual Property. Localization Industry Standards Association: Language, Society and Technology. Berkeley, CA
- Martin, D.E. (2009) Using Open Source Software in Business Classes. Proceedings of the 2009 International Multimedia Educational Resource for Learning and Online Teaching (MERLOT) Conference
- Martin, D.E. (2009) SDO Moderates Race Impacts on Mentor's Intrinsic Mentorship Reward Expectations. Proceedings of the 2009 Association of Psychological Science
-

- Martin, D.E. (2009) Religiosity, Spirituality and Plagiarism: A Criterion Study. Proceedings of the 2009 Association of Psychological Science
- Martin, D.E. (2009) Whistle Blowing, Religiosity, Spirituality and Integrity: Understanding the Impact of Hierarchical and Environmental Context. Proceedings of the 2009 Association of Psychological Science
- Martin, D.E. (2008) Using Open Source Software in Academia. Proceedings of the 2008 Academy of Management Conference
- Martin, D.E., Austin, B. (2008) Validation of the Moral Competency Inventory Measurement Instrument: Content, Construct, Convergent and Discriminant Approaches Proceedings of the 2008 American Society of Business and Behavioral Science
- Martin, D.E., Bush, J. (2008) Understanding the Impact of Individualism and Collectivism on Plagiarism: Culture and Academic Dishonesty Proceedings of the American Society of Business and Behavioral Science
- Martin, D.E., Rao, A. (2007) Ethnicity, acculturation and plagiarism: A criterion study of unethical conduct. Proceedings of the 2007 Academy of Management Conference
- Martin, D.E. (2007) Personnel Selection: An Application of the Unobtrusive Knowledge Test. Proceedings of the 2007 American Society for Business and Behavioral Science, International Conference
- Martin, D.E., Rao, A. (2006) Plagiarism and Individual Differences: A Criterion Study. Proceedings of the 2006 International Academy of Business and Economics Conference
- Martin, D.E. (2006) Internal Compensation Structure and Ethnocentrism. Proceedings of the 2006 Hawaii International Business Conference
- Martin, D.E., Wiley, D & Yeung, I. (2006) Personnel Selection, Unobtrusive Measures and Stereotype Threat. Proceedings of the 2006 Western Association of Management Conference
- Martin, D.E. (2006) Assessment of Leadership Skills in MBA Courses. Proceedings of the 2006 Western Association of Management Conference
- Martin, D.E. (2005) Stereotype Threat and Proctor Ethnicity. American Psychological Society, Los Angeles, CA
- Martin, D.E. (2005) Unobtrusive Measures of Intelligence and Personality. American Psychological Society, Los Angeles, CA
- Jhalla, K., Martin, D.E., Wiley, D & Kinuthia, S. (2004) Further Construct Validations of Unobtrusive Cognitive Aptitude Measures. Proceedings of the 2004 Hawaii International Business Conference
- Martin, D.E., Lahr, D. Rosas, S. & Yeung, I. (2004) Unobtrusive Measures of Integrity: A Construct Validation Study. Proceedings of the 2004 Hawaii International Business Conference
- Martin, D.E., Gupta, S., Rao, A., Lorpaiboon, P., & Wooyung, K. (2004) Validating Unobtrusive Measures of Personality. Proceedings of the 2004 Hawaii International Business Conference
- Martin, D.E., & Yeung, I. (2004) Unobtrusive Leadership and Personality Measures. Proceedings of the 2004 Hawaii International Business Conference
- Martin, D.E. Sloan, L.R., Legree, P.J. & Yeung, I (2003) Stereotype Threat and Cognitive Aptitude Measures: Proceedings of the 3rd Annual Hawaii International Conference on Social Sciences
- Martin, D.E. Sloan, L.R., Legree, P.J. & Yeung, I (2003) Self-Motivating, Unobtrusive Cognitive Aptitude Measures: New Survey Technology. Proceedings of the 3rd Annual Hawaii International Conference on Social Sciences
- Martin, D.E., Unobtrusive Measures: Testing Implications. Stereotype Threat and Cognitive Aptitude Measures 2003 American Psychological Society, Atlanta, GA
-

Martin, D.E., Self Motivating Measures of Cognitive Aptitude, Stereotype Threat and Cognitive Aptitude Measures 2003 Hawaii International Social Sciences Conference, Honolulu, HI

Martin, D.E. Stereotype Threat, Cognitive Aptitude and Social Identity. 2003 International Personnel Management Association Assessment Council, Baltimore, MD

Martin, D.E. Instrumental Uses of Humor by Leaders: A Taxonomy. International Society for Humor Studies, 2001 College Park, Maryland

Martin, D.E. Humor and Intelligence: Unobtrusive Measures International Society for Humor Studies, 2001 College Park, Maryland

Martin, D.E. Self-motivating, unobtrusive measures of cognitive aptitude. American Psychological Association, 2000 Washington, D.C.

Legree, P.J., Martin, D.E. Tacit Driving Knowledge, Emotional Awareness, Stressful Events, and Accident Risk Society for Industrial and Organizational Psychology, 2000 New Orleans, LA.

Martin, D.E. Evaluation models for competency-based models. International Management Personnel Association, 1999 Gaithersburg, MD

Legree, P. J., Martin, D. E., Medsker G. J. & Gregory, E. (1999). Tacit Driving Knowledge and Traffic Accident Risk: Safety Implications. (U.S. Army Research Institute Study Note 99-03). Alexandria, VA: U.S. Army Research Institute

Martin, D.E. (1999) Understanding emotional intelligence. Upward Bound Math and Science Conference, College Park, MD.

Legree, P. J., Martin, D. E., & Psozka, J. (1998). New technologies to measure cognitive aptitudes in surveys. Summary Digest of the 21st Army Science Conference. Sponsored by the Assistant Secretary of the Army (Research, Development and Acquisition), DOA: Arlington, VA.

Martin, D.E., New cognitive aptitude measures in surveys. American Psychological Society, Annual Conference, 1998 Washington, D.C.

Legree, P. J., Martin, D.E., New technologies to measure cognitive aptitude in surveys. U.S. Army Science Conference, 1998 Norfolk, VA.

Legree, P. J., Martin, D.E., Unobtrusive survey measures for cognitive aptitude. American Psychological Association, Annual Conference, 1998 San Francisco, CA.

Martin, D.E., Sloan, L.R., Debate analyses alter voting and candidate perceptions produced by the presidential debates themselves. American Psychological Society, Annual Conference, 1997 Washington, D.C.

P R O F E S S I O N A L P R E S E N T A T I O N S

2015: Director/Moderator-HR Hack @ HR WEST: NCHRA Annual Conference

2015: Invited Speaker HR WEST: NCHRA Annual Conference – How to Hack

2014: Invited Lecture: Stanford University, CCARE – Compassion Development Dyads

2014: Director/Moderator-HR Hack @ HR WEST: NCHRA Annual Conference

2014: Invited Speaker HR WEST: NCHRA Annual Conference - Leadership and Compassion

2014: Invited Speaker: San Mateo County Environmental Health Services - Ethics and Compassion

2013: Invited Speaker: Technology and Compassion – Center for Compassion and Altruism Research and Education

2013: Invited Speaker: Tallborg Festival, Sweden – Globalization and Compassion

2013: Invited Speaker: Edinboro University – Power and Influence

2013: Director/Moderator-HR Hack @ HR WEST: NCHRA Annual Conference

2013: Invited Moderator- ASI Job Panels (3)

2013 Invited Speaker: TEDxHayward

2013 Invited Speaker: Business and Compassion-Stanford University

2012 Invited Speaker: Mentoring Initiatives- Universidad Juarez Autonima de Tabasco, Villahermosa, Tabasco, MX.

2012 Invited Speaker: Science of Compassion-Research, Models and Interventions-Compassion in the Workplace/Mentoring.

2012 California State Polytechnic University, Pomona: Mentorship Criterion Models

2012 California State University Student Association Council Winter meeting: “CSUEB Alumni E-Mentorship Program”, Sonoma, California

2011 California State University Alumni Council Fall meeting: Invited Speaker “CSUEB Alumni E-Mentorship Program”, Pomona, California

2011 “Taller de Investigaciones” (Research Workshop). Universidad Juarez Autonima de Tabasco, Villahermosa, Tabasco, MX. July 6-8, 2011

2011 EU Visiting Scholars-Stanford University: Peace Innovation Labs-Experience, Community and Opportunity

2011 Reunion of FIPSE Consortium, Villahermosa, Tabasco, MX.
Understanding Intercultural and Multicultural Exchange

2010 Consortium of Mexican Universities (Keynote), Villahermosa, Tabasco, MX.
Developing students, universities, and communities: The Peace Innovation Lab

2010 Guest Speaker: Galileo HS, San Francisco
Understanding Applied Social Psychology

2009 Guest Speaker: Peninsula Kiwanis Club
Mentoring and Social Movements

2009 Guest Speaker: Peninsula Kiwanis Club
Understanding Hierarchy Maintenance and Social Outcomes

2009 Alliance to Facilitate Commercial Relationships and Tourism through the Development of Human Resources in North America, Hayward, CA
Multinational Teaching and Research Collaboration through Moodle

2008 Alliance to Facilitate Commercial Relationships and Tourism through the Development of Human Resources in North America, Ottawa, Canada
Using Open Source for Multinational Collaboration

2008 California State University, Back to the Bay, Hayward, CA
Understanding Plagiarism

2008 India Community Center, Milpitas, CA
Teamwork

2008 South San Francisco Chamber of Commerce, South San Francisco, CA
Understanding and Leveraging Diversity

2008 India Community Center, Milpitas, CA
Management and Time Management

2006 India Community Center, Milpitas, CA
Understanding Gender and Avoiding Sexual Harassment
2005 South San Francisco Chamber of Commerce, South San Francisco, CA
Understanding and Applying Performance Management

2004 American Electronics Association, San Jose, CA
Strategic Job Analysis

2003 Personnel Testing Council of Northern California, Emeryville, CA
Unobtrusive Measures, Cognitive Aptitude and Selection

Rockville Rotary Leadership, 2002 Rockville, MD
Humor and Leadership: Empirical Review

NCS Pearson, 2002 Nationwide (8 locations)
Structured Behavioral Interviewing

NCS Pearson, 2002, Atlanta, GA and Chicago, IL
Structured Behavioral Interviewing 'Train the trainer'

NCS Pearson, 2002 Nationwide
Understanding the Federal Staffing Environment: Federal vs. Private Sector

Office of Personnel Management, 2000 Washington, D.C.
Leadership and Humor: Theory and Practice

S T U D E N T S U P E R V I S I O N

1. Jerry Bailey, MBA, SDO moderated by ESJ and Stress, Anxiety and Depression, 2014
 2. Raquel Castro, Individual Adherence to Corporate Social Responsibility, 2013
 3. Martin Cydric Tan, Individual Differences and Loan Repayment Prediction, 2012
 4. McNair Scholarship: Rosa Coleman, Mentorship Expectation Measure, 2012
 5. Federal Work Study: Swapna Konduro, Innovation Lab 2011
 6. Honors Supervision: Jessie Singh, Religiosity in Human Resources Law 2010
 7. Federal Work Study: Reina Lucero Marvillosa, Innovation Lab 2010
 8. Honors Supervision: Ylva Sandberg, Human Resources and Social Hierarchy Maintenance 2010
 9. Independent Study: Karsten Behrend, Human Resources Information Systems, 2009
 10. Independent Study: Jeremy Parkin, Human Resources Training and Development, 2009
 11. Independent Study: Helena Ng, Human Resources Training and Development, 2009
 12. Major advisor: Claude Everett, Human Resources Major, 2009
 13. Independent Study: Sattick Roy, Human Resources Training and Development, 2009
 14. Independent Study: Jessyca Cochrane, Management 6050, Business and Society, 2008
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15. Independent Study: Kevin Liebig, Impact of Religiosity, Spirituality and Social Dominance Orientation in Whistle Blowing, 2008
16. Thesis Advisor: Michael Schmidt, Finance MBA, Fulbright student (Germany), 2008
17. Faculty Sponsor, Advisor and Independent Study: Jerry Bush, Runner-up, CSU Sally Casanova pre-doctoral fellowship, 2007-2008 Individualism/Collectivism and Culture
18. Faculty Sponsor and advisor: Benjamin Austin, First Prize, CSU Research Competition 2007, Whistle-Blowing and Individual Differences
19. Major advisor: Aisha Grinner, Human Resources/Industrial/Organizational Psychology Major, 2007
20. Independent Study: Johan Martinez, Human Resources Information Systems, 2006
21. Independent Study: Chaitali Mehta, Equal Employment Opportunity Commission, 2006
22. Independent Study: Kristina Miller, Equal Employment Opportunity Commission, 2006
23. Independent Study: Lawrence Perkins, Equal Employment Opportunity Commission, 2006
24. Independent Study: Kadambari Lele, Corporate Training Methods, 2005
25. Independent Study: Lindsey Purvey, Internal Compensation Structure Discrimination, 2005
26. Independent Study: Jason McBurney, Human Resources Information Systems, 2004

R E L A T E D A C A D E M I C E X P E R I E N C E

California State University, East Bay Peace Innovation Laboratory 2009-current

DIRECTOR/DIRECTOR OF RESEARCH: Responsible for overall management and operation including:

- Research supervision, direction and execution
- Overseeing marketing and promotion
- Reviewing social potential of laboratories scientific and technical assets
- Prioritize & oversee R/D, joint ventures, strategic alliances or other to promote lab objectives
- Manage recruiting, workforce development, and performance management
- Internet applications and offerings
- TEDxHayward and Hackathon

Peace Lab Products (2010 to present)

1. Pro-social Mapping: CSUEB and Stanford University
2. Mobile Education: Educational Modules for use on Smart phones for Job Seekers
3. Mentorship Program: Community collaboration to mentor CSU Students
4. International Video Student Exchange: Web based student group case studies
5. Crowd Sourcing Innovation for Campus Organizations
6. Employee Self-Affirmation/Compassionate Behavioral Activation
7. Web-based Structured Experiences for EAP applications

UNIVERSIDAD JUÁREZ AUTÓNOMA DE TABASCO

2011-CURRENT

Av Universidad SN Magisterial (15 de Mayo), 86040 Centro, Tabasco, Mexico

Visiting Faculty

VISITING PROFESSOR, CROSS-CULTURAL ORGANIZATIONAL BEHAVIOR: Instructed courses in Cross-Cultural OB. Areas covered include social behavior, gender differences, socialization, acculturation, Cross-Cultural I/O, social cognition, and applications of cross-cultural OB. Created and evaluated all assignments. Created and evaluated all assignments.

Santa Clara University

500 El Camino Real
Santa Clara, CA 95053

Summer 2009

ADJUNCT PROFESSOR, STRATEGIC HUMAN RESOURCES MANAGEMENT (MBA): Instructed courses in Human Resources Management. Areas covered include HRM strategy, EEO, selection, training, compensation, job analysis, performance management, and recruitment. MBA course cumulates in a Human Resources Audit for Industry. Created and evaluated all assignments.

Santa Clara University

500 El Camino Real
Santa Clara, CA 95053

Spring 2008

ADJUNCT PROFESSOR, HUMAN RESOURCES MANAGEMENT: Instructed course in Human Resources Management. Areas covered include HRM strategy, EEO, selection, training, compensation, job analysis, performance management, and recruitment. Created and evaluated all assignments.

San Francisco State University

1600 Holloway Avenue
San Francisco, California, 94132

Spring and Summer 2008

ADJUNCT PROFESSOR, CROSS-CULTURAL PSYCHOLOGY: Designed and instructed course in Cross-Cultural Psychology. Areas covered: social behavior, gender differences, socialization, acculturation, Cross-Cultural I/O, social cognition, and applications of cross-cultural psychology. Created and evaluated all assignments.

Canada College: Department of Humanities and Social Sciences

4200 Farm Hill Boulevard
Redwood City, CA 94061

Summer 2007

ADJUNCT PROFESSOR, INTRODUCTION TO PSYCHOLOGY: Instructed survey course in Psychology. Areas covered include research methods, personality theories, brain and behavior, genetic contributions, developmental psychology, sensation and perception, Intelligence, Memory, Learning, social psychology, cultural psychology, disorders, and emotions. Created and evaluated all assignments.

California State University, Hayward: Department of Management and Finance

25800 Carlos Bee Boulevard
Hayward, California 94542-3066

Fall 2003

ADJUNCT PROFESSOR, GRADUATE SEMINAR IN STRATEGIC HUMAN RESOURCES MANAGEMENT: Instructed graduate seminar course in Strategic Human Resources Management. Areas covered include strategy, EEO, selection, training, compensation, job analysis, performance management, and recruitment. Created and evaluated all assignments.

Golden Gate University Psychology Department

536 Mission Street
San Francisco, CA 94105-2968

Fall 2003

ADJUNCT PROFESSOR, GRADUATE SEMINAR IN CROSS-CULTURAL PSYCHOLOGY: Designed and instructed seminar course of the Cross-Cultural Psychology. Areas covered: social behavior, gender differences, socialization, acculturation, Cross-Cultural I/O, social cognition, and applications of cross-cultural psychology. Created and evaluated all assignments.

Howard University Psychology Department

525 Bryant Street, NW
Washington, District of Columbia 20054

2002

ADJUNCT PROFESSOR, PERSONALITY THEORIES: Designed and instructed a survey course of Personality Theories. Areas covered included: Psychoanalytic, Neo-Psychoanalytic, Biological, Cognitive, Trait, Humanistic, Existential, Impact of Gender and Culture, and Social theories of Personality. Created and evaluated all assignments.

Howard University Psychology Department

525 Bryant Street, NW
Washington, District of Columbia 20054

1998, 1999

INSTRUCTOR, PSYCHOLOGY OF GENDER: Survey course of the Psychology of Gender. Areas covered include gender differences and socialization, gender discrimination, social cognition and gender, and cross-cultural gender studies. Created and evaluated all assignments.

New Haven Adult School

1800 H Street
Union City, California 94587

1994 to 1996

JOB DEVELOPMENT SPECIALIST AND ESL INSTRUCTOR. Implemented Jobs for America's Graduates program at James Logan High School. Created and maintained job corps, mentoring program and career association. Instructed students in elements of networking, job retention, job progression, conflict resolution, career opportunity, and interviewing skills.

San Francisco State University

1600 Holloway Avenue
San Francisco, California 94132

1994

INSTRUCTOR, COMMON PSYCHOLOGY OF THE HUMAN EXPERIENCE. Created and implemented course exploring cross-cultural psychology using experiential models. Topics: In/out-group formation, affiliation, racism, group membership, leadership, and conflict resolution training.

San Francisco State University

1600 Holloway Avenue
San Francisco, California 94132

1994

INSTRUCTORS ASSISTANT, SOCIAL CONFLICT AND CONFLICT RESOLUTION. Assisted in presenting course work, leading experiential learning exercises, test and course work creation. Emphasis on interpersonal communication, listening skills, and third party mediation.

San Francisco State University

1600 Holloway Avenue
San Francisco, California 94132

1993 to 1994

INSTRUCTORS ASSISTANT, GROUP PROCESSES. Assisted in presenting course work, leading experiential learning exercises, test and course work creation.

Los Angeles Unified School District

450 North Grand Ave
Los Angeles, CA 90012

1990 to 1991

BI-LINGUAL TEACHERS ASSISTANT. Assisted teacher with translating, teaching and curriculum.

Centro Mexicano International

Morelia, Michoacan, Mexico

1989

INSTRUCTOR, CONVERSATIONAL ENGLISH. Taught class focusing on: Grammar, writing and verb usage for intermediate English.

P R O F E S S I O N A L M E M B E R S H I P S

Academy of Management
Association for Psychological Science

E D U C A T I O N

HOWARD UNIVERSITY	
<i>Ph.D., Social/Industrial/Organizational Psychology</i>	2003
<i>M.S. Social Psychology</i>	2000
SAN FRANCISCO STATE UNIVERSITY	1996
<i>B.A., Clinical Psychology</i>	
CENTRO MEXICANO INTERNATIONAL	1989
Intensive studies in Spanish, Mexican culture and Anthropology (15 Semester hours)	

I N T E R N A L S E R V I C E

2012-Current: Faculty Merit Based Increase Committee

2012-Current: Faculty Time Release Program

2011-Current: Faculty Hearing Panel

2010 Five Year Curriculum Review Lead (Human Resources Management/Organizational Behavior)

2010 Leadership SLO Evaluations

2010 Curriculum Revision Committee

2009- 2011: Faculty Advising Council

2009 Faculty Learning Community-Faculty Member: Diversity, Multicultural Learning, and Social Justice

2009 Student Advising Task Force: University Committee

2009 Leadership SLO Evaluations (Moscow, Russia)

2009 Curriculum Revision: Selecting, Maintaining and Retaining Employees

2009 College of Business and Economics Annual Retreat

2008-2009 Chairman-CSU, East Bay Honorary Degree Committee

2008 Leadership SLO Evaluations

2007-Current: Conflict Resolution Coordinator CBE wide

2008 Academic Integrity Week presentation "Understanding Plagiarism"

2008 Back to the Bay presentation "Academic Dishonesty: Plagiarism"

2008 Review of Faculty Research

2007 Back to the Bay presentation "Using Open Source in Academia"

2008 College of Business and Economics Annual Retreat

2007 Leadership SLO Evaluations

2007 New Faculty Orientation Presentation

2007 Faculty Selection Committee Lead (Human Resources/Organizational Behavior/Strategy)

2006 Leadership SLO Evaluations

2006 - 2009 Co-Area Head: Human Resources/Organizational Behavior Area, Management Department

2006/2007 Review of Faculty Research (2 Articles)

2006 Department of Management and Finance Tenure Track Selection Committee: HRM and Strategy

2006 College of Business and Economics Annual Retreat

2006: Faculty Development Center: Open Source and Academia

2005 Department of Management and Finance Tenure Track Selection Committee: Human Resources Management and Operations Management

2005 College of Business and Economics Annual Retreat

2005 Guest Presentation: Bias in Compensation Setting Methodology (Jeff Newcomb Marketing Course)

2005 Guest Presentation: Stereotype Threat and Pre-Employment Assessments (Asha Rao Research Methods Course)

2005 Invited Speaker: Current Topics in Economics (Charles Baird Course)

2004 Guest Presentation for Psi Chi (National Honors Organization in Psychology): Career Options in Industrial/Organizational Psychology

E X T E R N A L S E R V I C E

2012: Reviewer: Personnel Review

2010-2012: Director Mentorom: Mentoring for Students, Associations, and Corporations

2011: Reviewer: Management Research Review

2009: Reviewer: Equal Opportunities International

2009 Track Chair: Psychology. American Association of Business and Behavioral Science, Las Vegas, NV

2008 Invited Speaker: Leadership and Self Awareness: Junior League-San Francisco meeting, San Francisco, CA

2007 CSU, East Bay Open University: Introduction to Human Resources.

2007 Invited Speaker: Federal Workforce Planning: 2007 National Association of Retired Federal Employees meeting, San Francisco, San Mateo and San Bruno Branches

2006 Invited Speaker: Internal Compensation Discrimination and Ethnocentrism: EEOC Western District Offices

2006 Body Mass Index, Physical Exercise, Dietary and Demographic Analyses: SSFUSD

2005 Customer Satisfaction Survey: Oakland Chamber of Commerce (with MGMT 6550 students)

2005 Customer Satisfaction Survey: South San Francisco Chamber of Commerce (with MGMT 6550 students)

2005 Customer Satisfaction Survey: Sunnyvale Chamber of Commerce (with MGMT 6550 students)

2005 Understanding Performance Management: South San Francisco Chamber of Commerce

P R O F E S S I O N A L E X P E R I E N C E

Charter for Compassion

Seattle, WA/San Francisco, CA

November 2013-

Present

DIRECTOR OF RESEARCH:

Responsible for overall research management and operation including:

- Research supervision, direction and execution
- Review and assess research potential of collaborators scientific and technical assets
- Prioritize & oversee research and development, negotiate licenses, joint ventures, strategic alliances or other business arrangements as appropriate to promote objectives of the Charter
- Manage the Research function for our organization across disciplines, Internet applications and offerings

Alinea Group

Washington, DC/San Francisco, CA

2000 – 2014

VICE PRESIDENT:

Responsible for overall management and operation including:

- Research supervision, direction and execution
- Overseeing marketing, promotion and sales
- Review and assess commercial potential of division's scientific and technical assets
- Prioritize & oversee research and development, negotiate licenses, joint ventures, strategic alliances or other business arrangements as appropriate to promote objectives of company
- Manage the Research and HR function for our organization including employee relations and related legal issues, recruiting and workforce development, and performance management
- Internet applications and offerings
- See specific contracting history below:

LifeStreet, Inc.

San Carlos, CA

2011

CONSULTANT, EXECUTIVE COACHING. Facilitation of executive coaching for Data and Sales Division

National Institutes of Health

Washington, DC

2010-Current

STAFFING AND PLACEMENT (3 YEAR CONTRACT). Recruitment and selection for the National Institutes of Health.

Dougherty and Associates, Inc.

Alexandria, VA

2009

FULL COMPETENCY MODELING FOR THE INFORMATION TECHNOLOGY PROFESSION (12 PARENTHETICAL TITLES). Analysis, Development and Reporting of Current Research in the Human Resources Management field for the Department of Energy.

Dougherty and Associates, Inc.

Alexandria, VA

2008

COMPETENCY MODELING FOR THE INFORMATION TECHNOLOGY PROFESSION. Analysis, Development and Reporting of Current Research in the Human Resources Management field for the Department of Energy.

Internal Revenue Service

New Orleans, LA

2008

KEYNOTE SPEAKER, CUSTOMER SERVICE AND STRATEGIC HUMAN RESOURCES MANAGEMENT. Development and presentation of annual conference presentation.

Dougherty and Associates, Inc.

Alexandria, VA

2008

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the Department of Energy Information Technology Occupations.

LG Electronics

2008

CONSULTANT, COMMUNICATION ANALYSES. Analyses of current communication practices, recommendations.

India Community Center

Milpitas, CA

2008

CONSULTANT, MANAGERIAL COMMUNICATION TRAINING. Development and implementation of Six Month Managerial Communications training for management.

RHL

Trinidad and Miami, FL

2007

CONSULTANT, JOB ANALYSIS AND COMPENSATION PACKAGE DEVELOPMENT. Development and implementation of Job Descriptions and Executive Compensation packages.

Dougherty and Associates, Inc.

Alexandria, VA

2007

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the Department of Energy Information Technology Occupations.

University of California, San Francisco

San Francisco, CA

2006-2007

CONSULTANT, COMMUNICATION ANALYSES. Analyses of current communication practices, recommendations.

McLane Company

Waco, TX

2006

CONSULTANT, EMPLOYEE CLIMATE SURVEY DEVELOPMENT AND ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the climate McLane's 14,000 employees.

India Community Center

Milpitas, CA

2006

CONSULTANT, SEXUAL HARASSMENT TRAINING. Development and implementation of CA AB1825 compliant training for over 50 employees.

Dougherty and Associates, Inc.

Reston, VA

2005 (ongoing)

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the HUD's Financial Occupations.

Dougherty and Associates, Inc.

Alexandria, VA

2005

CONSULTANT, TEST DEVELOPMENT AND ASSESSMENT PRIMER. Development of Methodological, Statistical Models and associated implementation roadmap for assessments of the GSA's Information Technology Occupations.

Dougherty and Associates, Inc.

Alexandria, VA

2005

CONSULTANT, ASSESSMENT OPTIONS. Analysis of most applicable (valid, reliable defensible, and acceptable) assessment options for GSA's Information Technology Occupations.

U.S. Department of Transportation

Washington, DC

2005 (ongoing)

CONSULTANT, TRAINING NEEDS ASSESSMENT/DEVELOPMENT. Development and implementation of training and evaluation of performance across national Federal Motor Carrier Safety Administration.

Dougherty and Associates, Inc.

Alexandria, VA

2005

CONSULTANT, PERFORMANCE MANAGEMENT PRIMER. Development of Primer to facilitate options in performance management for GSA's Information Technology Occupations.

Dougherty and Associates, Inc.

Alexandria, VA

2005

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the GSA's Information Technology Occupations.

Dougherty and Associates, Inc.

Alexandria, VA

2005

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the Department of Energy Information Technology Occupations.

Dougherty and Associates, Inc.

Alexandria, VA

2005

LIFESPAN COMPETENCY MODELING FOR THE HUMAN RESOURCE PROFESSION. Analysis, Development and Reporting of Current Research in the Human Resources Management field for the Department of Defense.

Miller Brewing

Washington, DC

2005-2009

CONSULTANT, EXECUTIVE ASSESSMENT. Facilitation of executive management selection for New England and New York areas.

ESF Summer Camps

Bryn Mawr, PA

2005

CONSULTANT, STRUCTURED BEHAVIORAL INTERVIEW TRAINING. Facilitation of structured, behavioral interview training.

Canadian High Commission

New Delhi, India

2004

CONSULTANT, EXECUTIVE COACHING. Facilitation of executive coaching on High Performance Management for executives in Immigration Division.

Godsey and Gibb

Richmond, VA

2004

CONSULTANT, SURVEY CREATION, ANALYSES. Implementation of Organizational Climate Survey, analyses, and subsequent creation of abbreviated index to monitor organizational progress quarterly.

National Institutes of Health

Rockville, MD

2004 (ongoing)

CONSULTANT, CLASSIFICATION AND JOB ANALYSIS. Evaluation of Current Occupational Models develop Position Descriptions and Personnel Tools reflective of NIH's needs.

Health and Human Services

Baltimore, MD

2004-2005

CONSULTANT, COMPREHENSIVE CHANGE MANAGEMENT SERVICES. Evaluation of Current Methodological, Statistical Models to meet the change needs of the Baltimore Human Resources Center. Areas addressed: Organizational Culture, Executive Management Skills, Training Staff and Management in Change Tactics.

Department of Homeland Security

Washington, DC

2004

CONSULTANT, PERFORMANCE MANAGEMENT SYSTEM. Development and implementation of Methodological, Statistical Models to establish and implement performance metrics for Informational Occupations.

General Services Administration

Washington, DC

2003

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the GSA's Financial Occupations.

General Services Administration

Washington, DC

2003

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the GSA's Information Technology Occupations.

General Services Administration

Washington, DC

2003

CONSULTANT, CUSTOMER SATISFACTION SURVEY. Development and implementation of Methodological, Statistical Models to evaluate annual customer satisfaction survey. Results from the survey used to improve delivery of services to meet customer needs and requirements.

World Bank

Washington, DC

2003

CONSULTANT, EXECUTIVE COACHING. Facilitation of executive coaching on psychometric assessment tools and structured interviewing.

Head Start

Washington, DC

2003

CONSULTANT, TRAINING SURVEY. Development, Implementation, Web-Enabling, Analyses, and Reporting of Training Survey for the Head Start conference survey.

American Express

Atlanta, GA

2002

CONSULTANT, EMERGING PRACTICES. Analysis, synthesis and presentation of cutting edge training practices, return on investment measures, and personnel system metrics.

Management Concepts, Inc

Vienna, VA

2002

CONSULTANT, ESSENTIALS OF ANALYSIS CURRICULUM DEVELOPMENT: Development, Implementation, and Training of three-day seminar for Federal Employees.

Dougherty and Associates, Inc.

Alexandria, VA

2002

CONSULTANT, CUSTOMER SATISFACTION SURVEY. Development, Implementation, Web-Enabling, Analyses, and Reporting of Customer Satisfaction Survey for the Federal Computer Incident Response Center.

American Express

New York, NY

2002

CONSULTANT, EVALUATION OF GLOBAL ORIENTATION. Development and Implementation of Methodological, Statistical Models to evaluate the impact of the New Global Orientation for American Express Corporate.

NCS-PEARSON

Arlington, VA

2002

CONSULTANT, FEDERAL STAFFING ENVIRONMENT TRAINING. Development, Customization and Implementation of Training for the Human Resource Staffers at the Transportation Security Agency.

NCS-PEARSON

Arlington, VA

2002

CONSULTANT, STRUCTURED INTERVIEW TRAINING. Development, Customization and Implementation of Training for the Transportation Security Agency.

Electronic Data Systems (EDS)

Washington, DC

2000

CONSULTANT, CHIEF METHODOLOGIST/STATISTICIAN. Survey creation, analyses and report generation for the Navy-Marine Corps Intranet Customer Satisfaction initiative. Web based-world wide data collection, sampling and distribution.

US Bureau of Land Management

Washington, DC

2001

CONSULTANT, SURVEY DEVELOPMENT. Worked with EEOC to develop valid web enabled survey. Performed analysis to ensure EEO organizational development goals could be applied on a national as well as local scale.

US Department of Immigration and Naturalization Service

Washington, DC

2001

CONSULTANT, STATISTICAL ANALYSES. Established factor structure and reliability of various scales imbedded in an Organizational Climate Survey. Used resulting factors to establish organizational development goals and subsequent collection direction.

National Treasury Employees Union

Washington, DC

2001

CONSULTANT, SELECTION, ASSESSMENTS AND IMPLEMENTATION. Analysis of validity requirements for the GS-512 Revenue Agent position structure, providing expert support for the establishment of validity and legality of the selection program.

US Department of Housing and Urban Development

Washington, DC

2001-2002

CONSULTANT, SURVEY CREATION, ANALYSES. Implementation of Organizational Climate Survey, analyses, and subsequent creation of abbreviated index to monitor organizational progress quarterly.

Leonsis Foundation

Washington, DC

2000-2004

CONSULTANT, EVALUATION, ASSESSMENTS AND IMPLEMENTATION. Reviewing of funded programs structure, implementing and refining findings of behavioral literature and assessing impact. Training of staff on implementation of related systems.

US Department of Agriculture, Animal and Plant Health Inspection Service

Washington, DC

1999

CONSULTANT, CUSTOMER SATISFACTION SURVEY. Analysis of data and graphic presentation of materials. Qualitative analysis of customer comments.

US State Department

Washington, DC

1999

CONSULTANT, CUSTOMER SATISFACTION SURVEY. Analysis of data and graphic presentation of materials. Qualitative analysis of customer comments.

Research Applications, Inc.

Rockville, MD

1999 through 2003

CONSULTANT, METHODOLOGY, STATISTICAL SUPPORT, WEB-SURVEY IMPLEMENTATION. Statistical, Methodological, Internet, Focus Group, Interview, I/O Psychology Support.

San Francisco State University

1995 to 1996

San Francisco, California

CONSULTANT, JOB ANALYSIS QUESTIONNAIRE, SELECTION INSTRUMENT, AND ASSESSMENT TOOL. Co-developed job descriptions, selection and performance appraisal systems for student organization by interviewing staff and co-directors to develop Job Analysis Questionnaire (JAQ). Analyzed JAQ and developed systems. Trained co-directors in implementation.

Federal Highway Administration

1994

San Francisco, California

CONSULTANT, COMMUNICATION AND CONFLICT RESOLUTION TRAINING. Presented research findings from conflict resolution literature, facilitated training groups and assessed group communication skills.

A D D I T I O N A L P R O F E S S I O N A L A C T I V I T I E S

Office of Personnel Management

1900 E Street, NW

Washington, District of Columbia 20415

1999/2001

PERSONNEL RESEARCH PSYCHOLOGIST: Development and Implementation of competency-based job-profiles in Accountant and Informational Technology occupations. Focus group data collection, evaluation methodology and assessment construction. Training of staff in use of statistical/database programs. Development /training of reimbursable structured interviews for the Competency-based profiles. Webmaster-Qualifications Initiatives.

Howard University Center for Urban Progress

2006 Georgia Avenue, NW

Washington, DC 20001

1998/1999

GRADUATE ASSOCIATE, FAMILY LIFE CENTER: Conducted research on academic achievement and relevant socio-cultural variables; instructed students in elements of networking, job retention, job progression, conflict resolution and violence prevention.

U.S. Army Research Institute for the Behavioral and Social Sciences

5001 Eisenhower Avenue

Alexandria, Virginia 22333-5600

1996/1999

RESEARCH FELLOW, SELECTION AND ASSESSMENT RESEARCH UNIT. Contributed to the development and analysis of cognitive measures for various projects. Involved in test administration for various projects. Contributed to the identification of new testing domains including enlistment recruitment and propensity, gender

differences, interpersonal skills and leadership. Extensive research experience with tacit knowledge test construction, generational differences and their impact in recruitment mission. Served as the alternate POC for the Driver Selection project. Briefed and helped prepare briefs for Senior Research Psychologists, the Manpower and Accession Policy Working Group, the Chief Psychologist of U.S. Army and the Training and Doctrine Command and the U.S Army Forces Command.

San Francisco State University

1600 Holloway Avenue
San Francisco, California 94132 1992/1994
CERTIFIED PEER COUNSELOR. Karkoff and imperative self model counseling with students.

San Francisco State University

1600 Holloway Avenue
San Francisco, California 94132 1992/1993
CO-DIRECTOR, EDUCATION AND REFERRAL ORGANIZATION FOR HUMAN SEXUALITY. Recruited, interviewed and hired volunteers managed budget to produce lecture series, AIDS awareness conference and assorted campus presentations. Assessed and evaluated volunteer presentations.

T E C H N I C A L P A P E R S

DOE Information Technology Competency Modeling-Gap Analysis (2009)
Alinea Group, San Francisco, CA.

DOE Information Technology Competency Modeling (2008)
Alinea Group, San Francisco, CA.

DOE Information Technology (IT) Critical Occupations Assessment (2008)
Alinea Group, San Francisco, CA.

DOE Information Technology (IT) Critical Occupations Assessment (2007)
Alinea Group, San Francisco, CA.

HUD Critical Financial Occupations Assessment (2005)
Alinea Group, San Francisco, CA.

GSA Information Technology (IT) Critical Occupations Assessment Year II (2005)
Alinea Group, San Francisco, CA.

DOE Information Technology (IT) Critical Occupations Assessment (2005)
Alinea Group, San Francisco, CA.

GSA Performance Management: Flaws, Strategy, and Choices (2005)
Alinea Group, San Francisco, CA.

Testing Competencies at the GSA: Best Practices (2005)
Alinea Group, San Francisco, CA.

Performance Assessment Structured Interview/Management by Objective for the GSA (2005)
Alinea Group, San Francisco, CA.

Miller Brewing Executive Assessment Template: Psychometric Tools (2005)
Alinea Group, San Francisco, CA.

Structured Interviewing for ESF Summer Camps (2005)
Alinea Group, San Francisco, CA.

Final Report: Executive Coaching for the Canadian High Commission, New Delhi (2004)
Alinea Group, San Francisco, CA.

Organizational Assessment Survey for the Godsey and Gibb (2004)
Alinea Group, San Francisco, CA.

Training Summary for the Baltimore Human Resources Center (2004)
Alinea Group, San Francisco, CA.

Organizational Assessment Survey for the Baltimore Human Resources Center (2004)
Alinea Group, San Francisco, CA.

Managerial Roles at the BHRC: Strengths, Challenges, and Opportunities (2004)
Alinea Group, San Francisco, CA.

The Role of Effective Communication In Implementing Organizational Change OCIO Employee Performance Standards: Department of Homeland Security (2004)
Alinea Group, San Francisco, CA.

Performance Appraisals for the CIO: Department of Homeland Security (2004)
Alinea Group, San Francisco, CA.

GSA Information Technology (IT) Critical Occupations Assessment (2003)
Alinea Group, San Francisco, CA.

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2003)
Alinea Group, San Francisco, CA.

GSA Critical Financial Occupations Assessment (2003)
Alinea Group, San Francisco, CA.

GSA Customer Satisfaction Survey: Benchmarking Customer Preference (2003)
Alinea Group, San Francisco, CA.

Final Report: Executive Coaching for World Bank (2003)
Alinea Group, Washington, DC

A Profile of Participants at the Head Start Conference for STEP Early Literacy Mentor-Coaches: Final Report (2003)
Alinea Group, Washington, DC

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2002)
Alinea Group, Washington, DC

Essentials of Analysis: Course for GS 343 9-11: Management Concepts (2002)
Alinea Group, Washington, DC

FEDCirc Customer Satisfaction Survey Report: Federal Computer Incident Response Center. (2002)
Alinea Group, Washington, DC

American Express: Global Orientation Literature Review (2002)
Alinea Group, Washington, DC

American Express: Communicating Evaluation Practices (2002)
Alinea Group, Washington, DC

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2002)
Alinea Group, Washington, DC

Organizational Assessment Survey for Housing and Urban Development (2001)
Alinea Group, Washington, DC.

Housing and Urban Development: Best Practices in Organizational Culture Assessment (2001)
Alinea Group, Washington, DC

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2001)
Alinea Group, Washington, DC.

Leonsis Foundation: Evaluation of E-buddies (2000)
Alinea Group, Washington, DC.

Leonsis Foundation Scholarship Criteria: Assessing Potential Leaders (200))
Alinea Group, Washington, DC.

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2000)
Alinea Group, Washington, DC.

Customer Satisfaction Survey Results: Agriculture, Animal and Plant Health Inspection Service (1999)
Alinea Group, Washington, DC.

Customer Satisfaction Survey Results: Department of State (1999)
Alinea Group, Washington, DC.

Quarterly Customer Satisfaction Survey Results x 4: NMCI (1999)
Alinea Group, Washington, DC.

A W A R D S

- 2006-present: CSUEB Research Productivity Release
- 2012 Faculty Online Course Development
- 2012 Reinvent Business Hackathon: 3rd Place - Sentimetrics
- 2012 Institutional Innovation Grant: Development of 3 online classes
- CBE Publication Awards 2008-2012
- 2009 CSUEB COB Summer Mini-Grant: Global Intellectual Property, Plagiarism, and Culture
- Best Management Track Paper, 2008 American Society of Business and Behavioral Science: Validation of the Moral Competency Inventory Measurement Instrument: Content, Construct, Convergent and Discriminant Approaches
- Best Psychology Track Paper, 2008 American Society of Business and Behavioral Science: Understanding the Impact of Individualism and Collectivism on Plagiarism: Culture and Academic Dishonesty
- Most Outstanding Research Paper, 2006 Western Business and Management Association: Ethnocentrism and Internal Compensation Structuring: An Experimental Examination of Point Factor Job Evaluation
- New Leader Program, 2000, Office of Personnel Management
- Achievement Award, 1999, US Army Research Institute of Behavioral and Social Sciences
- Trustee Scholarship, 1998, Howard University
- Trustee Scholarship, 1997, Howard University

B O A R D M E M B E R S H I P

2008- Current: Experienced English – San Jose, CA

2008-Current: Monte Verde Elementary School Parent Teacher Association – San Bruno, CA

M E D I A

1. 2014 Huffington Post: Elevation Mapping: Pro-Social Compassion Maps
http://www.huffingtonpost.com/project-compassion-stanford/elevation-mapping-prosocial-compassion_b_4784148.html
 2. 2014 Peninsula Press: Peninsula tech companies construct 'cultures' within unconventional offices <http://peninsulapress.com/2014/01/20/silicon-valley-unconventional-offices-culture/>
 3. 2013 Dallas News: 5 Texas charter school proposals contain striking similarities <http://www.dallasnews.com/news/education/headlines/20130925-5-texas-charter-school-proposals-contain-striking-similarities.ece>
 4. 2013 Huffington Post: [Recruitment, Pre-employment Selection and Compassion](#)
 5. 2013 Huffington Post: [Asian Students, Plagiarism Stereotypes And Compassion](#)
 6. 2013 Huffington Post: Building Trust and Compassion in Banking Through Transparency and Social Capital
http://www.huffingtonpost.com/project-compassion-stanford/banking-trust_b_3009491.html
 7. 2012 Huffington Post: Hierarchy, CSR, Compassion and Health
http://www.huffingtonpost.com/project-compassion-stanford/post_3977_b_1948804.html
 8. 2012 Oakland Tribune: If you can't say anything nice, come log on to the Internet
http://www.mercurynews.com/bay-area-living/ci_21427144/if-you-cant-say-anything-nice-come-log
 9. 2012 Bankrate.com: Interviewing Questions-what should you do when an illegal question is asked?
 10. 2012 Huffington Post: Compassion at Work
http://www.huffingtonpost.com/project-compassion-stanford/compassion-work_b_1655217.html
 11. 2011: Gamification Blog/Help CSU Researchers Define Gamer Personalities
<http://www.gamification.co/2011/05/02/help-csu-researchers-define-gamer-personalities/>
 12. 2010 Society for Human Resources Management: Religion and Ethics: Is there a connection?
www.shrm.org/hrdisciplines/Diversity/Articles/Pages/ReligionandEthics.aspx
 13. 2010 Human Resources Executive: The Religious Aren't Right:
<http://www.hreonline.com/HRE/story.jsp?storyId=477725408>
 14. 2010 CVENT: The Perils of Peer Evaluation:
<http://survey.cvent.com/blog/employee-performance-review-questions/0/0/the-perils-of-peer-evaluations>
 15. 2010 Bar and Nightclub Management: Small Steps Lead to Higher Tips and Increased Check Averages: <http://www.nightclub.com/bar-management/tips-tips>
 16. 2010 Parliament of Religions: Study Shows Religious Believers are not Harder Working:
<http://www.parliamentofreligions.org/news/index.php/2010/07/study-shows-religious-believers-are-not-harder-working/>
 17. 2010 Business Edge-Professor: Religious Adherence Unrelated to Ethical Workplace Behavior:
<http://www.itbusinessedge.com/cm/blogs/tenant/professor-religious-adherence-unrelated-to-ethical-workplace-behavior/?cs=42356>
 18. 2010 Blind Beggar: Spirituality and Workplace Ethics:
<http://blindbeggar.org/?p=1189>
-

19. 2010 Ateista czy wierzący? Kto jest lepszym pracownikiem? (Poland):
http://www.sfora.pl/Ateista-czy-wierzacy-Kto-jest-lepszym-pracownikiem-a22346/?utm_source=subscribers&utm_medium=rss&utm_campaign=rss&utm_content=Aktualno%C5%9Bci%2BRSS
 20. 2010 CVENT: Are Employee Satisfaction Surveys Worth Taking?
<http://survey.cvent.com/blog/employee-performance-review-questions/0/0/are-employee-satisfaction-surveys-worth-taking>
 21. 2010 AOL Jobs: Religion and Integrity in the Workplace: A Controversial Study:
<http://jobs.aol.com/articles/2010/07/09/religion-and-integrity/>
 22. 2010 Boomer's Life Meaning @ Work:
<http://www.sobabyboomer.com/2010/07/boomers-life-meaning-work.html>
 23. 2005 WTOP Radio (Washington, D.C.): Personality Tests
 24. 2005 Recruit Magazine (Beijing, Hong Kong and Shanghai):
 - a. Using Progressive Discipline (June)
 - b. Understanding Management (July)
 - c. Informational Interviewing (August)
 25. 2004 National Public Radio: Marketplace: Personality Tests
-

T E C H N O L O G Y

Wide range of Open Source Technology, SmartPLS, Google Applications (Scholar, Moderator, and Trends), Academic Databases, SPSS 17 Statistical package, Microsoft Office, Various Database management tools, Internet Search skills, Methodologists Tool Chest, Microsoft Outlook, Publish or Perish and assorted open source packages (web-based and applications).
