Curriculum Vitae

Teresa J. Rothausen, Ph.D.

Academic Director (Executive Director 2020-2023)
Center for Leadership Formation
Leadership Executive MBA*
& Executive Leadership Graduate Certificate
Professor of Leadership, Management Department
Albers School of Business and Economics
Seattle, Washington (remote with some on-campus)
teresarothausen@seattleu.edu

* Seattle U's Leadership Executive MBA was ranked #11 & 17 in the country by *U.S. News and World Report* in 2020 & 2021, and has been ranked in the top 20 for decades.

Founder & President
Wiser Wilder Leadership, LLC
Leader Development for Emerging Executives and Wise Elders
Minneapolis, Minnesota
www.wiserwilderleadership.com
teresa@wiserwilderleadership.com

√ Leadership Coaching and Discernment
√ Wisdom Cohorts of Experienced Leaders
√ Executive Leadership Education
√ Speeches and Keynotes
√ Executive Leadership Consulting
√ Gender and Racially Inclusive Leadership
√ Values-Based Leadership
√ Meaning and Fulfillment in Leadership

Immediate Past Positions
2011-2020: Susan E. Heckler Endowed Chair in Principled Leadership
& Professor of Management; University John Ireland Scholar
Opus College of Business; University of St. Thomas-Minnesota

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(Full Service List and References & Professional Resume are available on request)

TERESA J. ROTHAUSEN, PH.D. C.V.

Teresa Rothausen, Ph.D., has been called a visionary leadership educator for executives and experienced adults. Her clients witness that her approach increases their effectiveness and infuses leadership with meaning and fulfillment. She leverages psychological and spiritual wisdom to guide them as they cultivate the capacity and courage needed to effectively lead organizations while integrating environmental and social justice.

Teresa currently serves as Executive Academic Director of the Center for Leadership Formation (CLF) at *Seattle University (SU),* Professor of Leadership with the Albers School of Business and Economics at *SU*, and President of ***Wiser Wilder Leadership, LLC*** in Minneapolis, which she founded to support experienced and executive leaders using her approach based on her research published in top academic journals, including *Journal of Management*, *Journal of Organizational Behavior*, and *Journal of Business Ethics*. Some of her research won honors, including her 2019 article on meaning and well-being in work, which was a *Journal of Business and Psychology* Top-12 Contribution from over 800 articles submitted. She is currently writing a book on **Wiser Leadership**, which guides leaders toward using a deep wisdom to ground their leadership as they lead change that activates this wisdom in the world.

CLF is home to a distinctive graduate certificate in executive leadership and the Leadership Executive MBA, consistently ranked as the #1 EMBA program in the U.S. Northwest, and top 20 nationally, by *U.S. News & World Report.* During Teresa's leadership, CLF cohorts included the highest percentage of executives of color in program history. In her prior position as Professor and Endowed Chair in Principled Leadership at the *University of St. Thomas-Minnesota (UST*), she served as Founding Director and Lead Faculty in award-winning programs. She led faculty and staff teams in the Full-time UST MBA, a program oriented toward ethical leadership, and the Executive Education Program for Nurse Leaders. She led other teams and chaired key university-level committees as well, was instrumental in college initiatives resulting in one of the highest proportions of African American business faculty in the nation and increased racial diversity in the UST MBA program. Prior to *UST*, she was at *Texas A&M University* and *Arthur Andersen & Co.* She has served on boards and executive committees, and in volunteer roles, for nonprofit and professional organizations.

Teresa holds a Ph.D. in human resources / industrial relations from the *University of Minnesota*, an M.A. in theology with a Graduate Certificate in Spiritual Direction from *St. Catherine University*, a B.A. with honors in economics from *St. Olaf College*, and a C.P.A. She was certified in diversity, equity, and inclusion by *The MultiCultural Institute* in Washington D.C. in 2002 and did post-doctoral work on spiritual development in leaders at *Harvard Divinity School*, where she is an M.Div. candidate.

Through university, independent, and pro bono work, Teresa has developed leaders from a wide variety of organizations including 3M, Allina, Amazon, Ameriprise Financial, Architectural Alliance, Boeing, Center for Strategic Leadership and Organizational Coherence, Children's Defense Fund of MN, Costco, Expeditors of WA, General Mills, Medtronic, Microsoft, Optum, Superintendents Network for Challenged Arkansas Districts, Swedish Medical Center, UnitedHealth Group, Wells Fargo, YMCA, and others. She co-founded The Whiteness Workshop for white leaders, and co-developed and co-facilitated the Anti-Racist Curriculum Series (ARCS) for faculty at Albers.

Teresa is the mother of three-plus amazing humans and butler to furry companions. She is a poet, swimmer, hiker, and vanlife hobbyist who prioritizes time in nature, with family, and in community.

CURRICULUM VITAE
Teresa J. Rothausen, Ph.D.

EDUCATION AND PROFESSIONAL CERTIFICATION

DEGREES

Ph.D., University of Minnesota, 1994. *Human Resources and Industrial Relations*. School of Management.
Emphases: Organizational Behavior and Staffing, Training, and Development.
Dissertation: Expanding the Boundaries of Job Satisfaction: The Effects of Job Facets, Life Satisfaction and Family Situation.

M.A., St. Catherine University, 2022. *Theology*, School of Humanities, Arts, and Sciences, including year at Harvard Divinity School.
Emphases: Inter- and No- Faith Spiritual Cultivation and Development in Experienced Adults, Fostering the Growth of Wisdom in Leadership and Life.
Thesis: Archetype as Pathway to More Inclusive Implicit Leadership Theory: The Case of Mary as Young, Pregnant, Ethnically Oppressed, and a Leader

B.A., St. Olaf College, 1986. *Economics, Magna Cum Laude*, including semester at Cambridge University, Cambridge, U.K.
Phi Beta Kappa, Departmental Distinction.
Department Honors Project: Role of the Auditor for Ethical Business and Society

POST-DOCTORAL WORK AND CERTIFICATES

Special Student and Candidate, Harvard Master of Divinity (MDiv) Program.
Harvard Divinity School, Harvard University, Cambridge, Massachusetts, 2018-2020.
Studying *Interfaith, Inclusive Spirituality in Leadership* and *Spiritual and Moral Development across Wisdom and Faith Traditions*. Candidacy through 2030.

Graduate Certificate, *Spiritual Direction*, Theology; School of Humanities, Arts, and Sciences, St. Catherine University, St. Paul, Minnesota, 2019.

Diversity and Inclusion Instructor; Trainer and Train-the-Trainer Programs; (Inter)National MultiCultural Institute, Washington D.C., 2002.

On a panel on Inclusive Leadership (middle) in 2014

September 2022 EMBA

C.P.A., State of Minnesota, 1986. *Certified Public Accountant.*
Passed all four parts of the C.P.A. exam on first attempt.

PROFESSIONAL SPECIALTIES THROUGH WISER WILDER LEADERSHIP, LLC

WISER LEADERSHIP COACHING AND DISCERNMENT
Credentialed, compassionate guide who supports and challenges experienced adults and leaders as they expand capacity for effectiveness and impact in teams, organizations, and the world, by integrating meaning, purpose, wisdom, and joy. One-on-one work is offered on a sliding scale based on household income or organizational status (for profit, not-for-profit, public, et cetera).

- Leadership Coaching with a Wisdom Development Orientation
- Spiritual Discernment Direction with an Action ←→ Reflection Orientation

WISDOM COHORTS
Decades of facilitation for learning are brought to bear to form a strong cohort and facilitate deep learning oriented around a leadership or spiritually enriching theme. Results include exceptional bonding in an environment of both challenge and support for growth and development.

One of the most **powerful** learning and development experiences for adults, including pre-, current, and post-executive leaders, is working and relating with peers within a structured environment. In cohorts of several types, facilitation quality leads to unprecedented levels of trust and the psychological safety needed for meaningful, sustainable learning and growth.

- Cohorts of leaders at similar levels up to executive within one industry or across industries
- Cohorts of leaders focused on a specific developmental challenge or opportunity
- Advocacy caucuses, for example of white people for anti-racism, men for gender equity
- Cross-race, cross-gender, cross-political-party, and cross-generational cohorts
- Issue-learning-focused cohorts interested in going deeper in an area of expertise

WISER LEADERSHIP EDUCATION
Expert, experienced educator in leadership specializing in adults and executive leader levels. Existing courses already developed can be offered, or customized courses developed responsive to client needs. Examples of workshops and courses offered successfully or in development include:

- Wiser Leadership
- Discernment in the Wild/er/ness
- Leadership Vocation and Legacy
- The Whiteness Workshop
- Soulful, Inclusive Leadership
- Rewirement Rather Than Retirement
- Cultivating Holistic Wisdom
- Leadership Paths with the Enneagram
- Leadership through the Lenses of Diverse Wisdom Traditions

WISER LEADERSHIP DEVELOPMENT CONSULTING
Qualified expert in leadership development and formation of pre-, current, and post- executive level leaders.

- Collaboration with organizational professionals on a project basis or on retainer to develop comprehensive programs.
- Delivery of components of larger programs in coordination with other modules / courses such as executive communications, strategy formation and implementation, innovation and creativity, entrepreneurial mindset, project management, systems thinking, leading teams, et cetera.

PROFESSIONAL POSITIONS HELD

CURRENT

Academic Director (and Executive Director 2020-2023), Center for Leadership Formation, home of the Executive Leadership MBA and the Executive Leadership Certificate Program & Professor of Leadership, Management Department, Seattle University (SU), Albers School of Business and Economics (Albers), Seattle, Washington (remote beginning July 2023) June 2020-present.

Professor of Leadership, Management Department, Albers, SU, 2020-present.

President, Wiser Wilder Leadership, LLC: Leadership Education, Formation, and Development. Leadership Educator, Coach, and Consultant; Minneapolis, Minnesota, 2018-present.

IMMEDIATE PAST POSITIONS

University of St. Thomas, Minneapolis, Minnesota, 1998-2020.
- Susan E. Heckler Endowed Chair in Principled Leadership, Opus College of Business, 2011-2020.
- John Ireland Scholar, Awarded for Outstanding Achievement as a Teacher-Scholar, University of St. Thomas, 2011-2020.
- Professor, Management Department, Opus College of Business, 2007-2020.
- Fellow, Center for Ethical Organizations, 2017-2018.
- Inaugural Research Fellow, Family Business Center, Opus College of Business, 2011.
- Associate Professor, Management Department, Opus College of Business, 2001-2007.
- Founding Director, Full-time UST MBA program, Opus College of Business, 2002-2005.
- Research Fellow, Center for Ethical Business Cultures, 2000-2001.
- Assistant Professor, MBA Programs, Graduate School of Business, 1998-2001.

Consultant, Leader Development, Inclusion, and Purposeful Leadership, 1991-2017.

EARLY CAREER POSITIONS

Texas A&M University, Mays College and Graduate School of Business, College Station, Texas; Assistant Professor, Department of Management, 1994-1998.

University of Minnesota, Carlson School of Management, Minneapolis, Minnesota; Visiting Associate Professor, Human Resources and Industrial Relations (HRIR) Department, 2001-2002.

Other adjunct positions at the University of Minnesota and St. Olaf College, 1990-1994 and 1999-2001.

Consultant and Manager, Hennepin County Medical Center, City of Northfield, and Rothausen Consulting, 1988-1991.

Senior Auditor, Auditor, and Tax Intern, Arthur Andersen & Co., 1986-1988.

SCHOLARSHIP: PUBLICATIONS, PRESENTATIONS, INVENTORIES, & REPORTS

PEER-REVIEWED JOURNAL ARTICLES & SCHOLARLY EDITED VOLUME CHAPTERS (indented with √)

- **WITH AWARDS AND HONORS NOTED AS APPLICABLE**

Rothausen, T.J. (2023). Diverse, Ethical, Collaborative Leadership through Revitalized Cultural Archetype: The Mary Alternative. *Journal of Business Ethics, 187,* 627-644.

√ Rothausen, T.J. & Maridada, T. (2022). Adapting a Ministry of Love for Workplace Transformation: A Case Study and The Chaplaincy of Centers for Wiser Leadership. In Pirson, M. (Ed.*) Is It All We Need? Love and the Organization* (pp. 235-255). Routledge Publishers.

Rothausen, T.J. & Henderson, K.E. (2019). Meaning-based job-related well-being: Exploring a meaningful work conceptualizations of job satisfaction. *Journal of Business and Psychology, 34(3),* 357-376.

- This article received an Editor Commendation from the journal in 2020. According to the commendation notice, the designation is a "distinction" that recognizes the twelve papers "of particular note" from over 800 papers submitted to the journal in 2019.

Rothausen, T.J. & Henderson, K.E. (2019). Two messages from the other side of the turnover coin: "Here to stay or go?" and "Should I stay or should I go?" Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice, 12:* 306-309.

Sailors, J.J., Rothausen, T.J., DeVaughn, M.L., & Puto, C.P. (2019). A Model of Full-Time Professional Graduate Student Satisfaction: Program Design, Delivery, and Outcomes. *Journal of Consumer Satisfaction, Dissatisfaction, and Complaining Behavior, 32,* 66-90.

Rothausen, T.J. (2017). Integrating leadership development with Ignatian spirituality: A model

for designing a spiritual leader development practice. *Journal of Business Ethics, 145(4),* 811-829.

- This article won no formal honor, but one of the blind reviewers characterized it as "opening up new fields" and "a major first contribution on an important subject."

Rothausen, T.J., Henderson, K.E., Arnold, J.K., & Malshe, A. (2017). Should I stay or should I go? Identity and well-being in sensemaking about retention and turnover. *Journal of Management, 43(7),* 2357-2385.

Rothausen, T.J. (2016). Understanding deep, socially embedded human motivations and aspirations for work from whole person and interdisciplinary perspectives. Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9:* 735-739.

√ Rothausen, T.J. (2016). Organizational dependent care support. In T.D. Allen & L.T. Eby (Eds.) *The Oxford Handbook of Work and Family* (pp. 271-285). New York: Oxford University Press.

√ Rothausen, T.J. & Bazarko, D.M. (2015). Business education for nurse leaders: A case study of leadership development in a vital, highly gendered industry. In P.M Flynn, K. Haynes, & M. Kilgour (Eds.) *Integrating Gender Equality into Management Education: Lessons Learned and Challenges Remaining* (pp. 122-139). Sheffield UK: UNPRME/Greenleaf.

√ Rothausen, T.J. & Sorenson, R.L. (2011). Leveraging family member capacity for the business and the family. In R.L. Sorenson (Ed.), *Family Business and Social Capital* (pp. 155-169). Cheltenham UK: Edward Elgar Publishing.

Rothausen, T.J. (2011). Unpacking work-family: Core overarching but under-identified issues. Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice, 4,* 379-384.

Rothausen, T.J. (2009). Management work-family research and work-family fit: Implications for building family capital in family business. *Family Business Review, 22,* 220-234.

- This article received Honorable Mention status as one of three finalists for best article of 2009, selected by editorial board. Award presented October 2010.

Rothausen, T.J., Gonzalez, J.A., and Griffin, A.E.C. (2009). Are all the parts there everywhere? Facet job satisfaction in the United States and the Philippines. *Asia Pacific Journal of Management, 26,* 681-700.

Rothausen, T.J. (2007). Making the impact of gender on business leadership visible: A tool for use in organizations and education. *Leadership Review, 7,* 93-110.

Rothausen, T.J., Marler, J.H., and Wright, P.M. (2005). Research productivity, gender, family, and tenure in organization science careers. *Sex Roles: A Journal of Research, 53*, 727-738.

Rothausen, T.J. (2004). Gender: Work-family ideologies and roles. *Organization Management Journal, 1*, 55-60.

Power, S.J. & Rothausen, T.J. (2003). The work-oriented midcareer development model: An extension of Super's maintenance stage. *The Counseling Psychologist, 31*, 157-197.

- This article was named as a *The Counseling Psychologist* Significant Contribution for significant contribution, with commentaries solicited and published along with the article.

Rothausen, T.J. (1999). "Family" in organizational research: A review and comparison of definitions and measures. *Journal of Organizational Behavior, 20*, 817-836.

- This article was a nominee for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*, awarded by the Center for Families at Purdue University and the Center for Work and Family at Boston College; one of 29 nominees from over 400 articles reviewed that were published in 1999.

Rothausen, T.J., Gonzalez, J.A., Clarke, N.E., & O'Dell, L.L. (1998). Family-friendly backlash - fact or fiction?: The case of organizations' on-site child care centers. *Personnel Psychology, 51*, 685-706.

√ Ostroff, C. & Rothausen, T.J. (1997). Selection and Job Matching. In D. Lewin, D.J.B. Mitchell, & M.A. Zaidi, (Eds), *The Human Resource Management Handbook* (Part III, pp. 3-51). Greenwich, Connecticut: JAI Press.

Ostroff, C. & Rothausen, T.J. (1997). The moderating effect of tenure in person-environment fit: A field study. *Journal of Occupational and Organizational Psychology, 70*, 173-188.

Rothausen, T.J. (1994). Job satisfaction and the parent worker: The role of flexibility and rewards. *Journal of Vocational Behavior, 44*, 317-336.

PROFESSIONAL, ENCYCLOPEDIA, AND TEACHING-RELATED ARTICLES

Rothausen, T.J. (2020). Uncertainty, Transition, and the Pursuit of Wiser Leadership. *InSights*. A Publication of the Center for Leadership Formation of Seattle University, Fall edition.

Rothausen, T.J. Business advice column. Business Section, *Minneapolis Star Tribune*. Most recent column appearing December 2019 (in addition to 21 other columns starting in

2004).

Rothausen, T.J. & Christenson, S.M. (2014). Leadership. In C. Cooper (Ed.) *Wiley Encyclopedia of Management, 3rd edition, Volume 2—Business Ethics* (pp. 271-277). London: Wiley Blackwell.

Rothausen, T.J. (2014). We Need a New Ecosystem. Invited contribution to *Diversity Executive Magazine*.

Rothausen, T.J. (2012). Bottom Line: Health Care and the Cost of Employee Retention. *B. Magazine,* spring, p. 17.

Rothausen, T.J. & Ekelund, B.Z. (2008). MBTI and DI: Comparison of two psychological type measures for use in management education settings. In Ekelund, B.Z, and Langvik, E (Eds.), *Diversity Icebreaker: How to Manage Diversity Processes* (pp. 63-77). Oslo: Human Factors Publishing.

Rothausen, T.J. (2007). Retention 2010. *B. Magazine,* fall, pp. 14-17. Note this article was also reprinted on the "Community Voices" page at MinnPost.com for its Thursday, January 10, 2008 edition.

Rothausen, T.J. (2007). Exploring sex and gender roles. In S. Sweet, M. Pitts-Catsouphes, J. Mumm, J. Casey, and C. Matz, Eds. *Teaching Work and Family: Strategies, Activities, and Syllabi.* Washington DC: American Sociological Association, p. 231.

Rothausen, T.J. (2005). Family Diversity. In Pitt-Catsouphes, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.

Rothausen, T.J. (2005). Exploring sex and gender roles: A suggested work and family class activity. In Pitt-Catsouphes, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.

Rothausen, T.J. (2005). Gender: Work-family ideologies and roles. In Pitt-Catsouphes, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website.* Boston: Sloan Work and Family Research Network.

Rothausen, T.J. (2000). Is your business family friendly? *Ventures Magazine*. July, 10-11.

Rothausen, T.J. and Seitel, S. (2000). Researchers bemoan poverty of care. *Work and Family Trend Report*, April.

Rothausen, T.J. (1998). Family-friendly programs. In Bankston, C.L. III, Ed., *Encyclopedia of Family Life*. Pasadena, CA: Salem Press.

INVENTORIES AND MEASURES

Rothausen, T.J. & Henderson, K.E. (2019). Meaning-Based Job-Related Well-Being (MJW) Inventory.

Rothausen, T.J. (2000). Responsibility for Dependents (RFD) Measure.

BOOKS IN DEVELOPMENT

Rothausen, T.J. *Wiser Wilder Leadership: A Path for Experienced Leaders for Greater Meaning, Purpose, Joy, and Impact*. Proposal completed, book 50% completed.

UNPUBLISHED, UNPRESENTED MANUSCRIPTS (with year completed)

Mapp, G., Rothausen, T.J., & Mawdsley, H. (2023). *The Cyclical PTREAD Model of Identity and Well-being Sensemaking: An Abductive Cross-Cultural Replication*.

Rothausen, T.J. (2022). *Bringing Wisdom into Leadership Through Discernment: A Normative (Re)Definition of Leadership.*

Rothausen, T.J. (2021). *Spiritual Wisdom and Meaningful Work: A Theoretical Framework.*

Rothausen, T.J., & Alguwaifli, Y. (2019). *An Islamic approach to wiser business leadership.* Working paper.

Rothausen, T.J. (2017). *Priestess, warrior, mother, healer, queen: Using Jungian insights to understand visible and invisible feminine leadership archetypes.*

Ostroff, C. & Rothausen, T.J. (2016). *Racial diversity in young adult networks: Differential implications for well-being in learning environments for people of color and white people*.

PAPER PRESENTATIONS: COMPETITIVE SUBMISSIONS (2000- PRESENT (earlier available on request)) WITH AWARDS AND HONORS NOTED AS APPLICABLE

Mapp, G., Rothausen, T.J., & Mawdsley, H. (2022). *The Cyclical PTREAD Model of Identity and Well-being Sensemaking: An Abductive Cross-Cultural Replication.* Presented by the 1st author at the British Academy of Management (BAM), Alliance Manchester Business School, University of Manchester, August 31-September 2, 2022

Rothausen, T.J. (2021). *Developing Wiser Leaders through Transcendent Nature: The Implications of Emerson and Thoreau for Leadership*. Presented at the International Leadership Association's 23rd Annual Global Conference, Reimagining Leadership Together, Geneva and online, October 25.

Rothausen, T.J. (2021). *Timeless Wisdom—Wiser Leaders: An Inter- (and No-) faith Update of Ignatius's Rules for Discernment*. Presented at the 26th Annual International Association of Jesuit Business Schools Forum, a virtual conference hosted by ITESO Universidad, Guadalajara, Mexico, July 21.

Rothausen, T.J. (2020). *Power of the "Inferior" and Inferiority of the Powerful: Exploring Rituals for Wiser Leader Development.* Presented at the ILA Annual 22nd Annual Global Conference, Leading at the Edge, Live Online Virtual Conference, November 8.

Rothausen, T.J.& Maridada, T., Jr. (2020). *Adapting Ministry for the Workplace: Centers for Wiser Leadership as a New Chaplaincy*. Accepted for presentation at the 11th International Conference on Catholic Social Thought and Business Education / 7th Colloquium on Christian Humanism in Business and Society: "The Future of Work: Human Dignity in an Era of Globalization and Autonomous Technology," AESE, Lisbon, June 25-27, 2020. Not presented due to COVID-19 restrictions.

Rothausen, T.J. (2018). An ancient gift to women today, cloaked to survive the patriarchy: Mary and her *Magnificat*. Accepted for presentation at the Upper Midwest American Association of Religion and Society of Biblical Literature annual conference, University of St. Thomas, St. Paul-Minneapolis, April 14, 2018.

- This paper was also presented at an award ceremony on April 18, 2018; it was nominated for, and won, the Abigail Quigley McCarthy Center for Women 2017-2018 Annual Award for Research and Creative Work at St. Catherine University, graduate student division.

Rothausen, T.J. (2016). A case study of intentional integration of the archetypical feminine in a leader development organization: Successes and challenges. Presented at Closing the Gender Gap: Advancing Leadership and Organizations; Inaugural Leadership Excellence and Gender Symposium, Krannert School of Management, Purdue University, West Lafayette IN, March 28-30.

Abstract published DOI: 10.5703/1288284316086

Rothausen, T.J. (2015). Enhancing Business Leader Development through Ignatius's Spiritual Practices. Presented at the 4th International Colloquium on Christian Humanism in Economics and Business; Conference on Christian Ethics and Spirituality in Leading Business, IESE, Barcelona, April.

Rothausen, T.J. & Christenson, S.M. (2013). Meaning-based job-related well-being: Related but separate from job satisfaction. Presented at the annual meeting of SIOP, Houston, April.

Rothausen, T.J., Larson, A.M., & Christenson, S.M. (2012). Expanding "desirability" of turnover: Hedonic and eudaimonic job satisfactions and well-being. Presented at the annual meeting of the Academy of Management, Boston, August.

Rothausen, T.J. (2012). Whole job satisfaction as job-specific wellbeing. Presented at the

annual meeting of the American Psychological Association (APA), Orlando, August.

Rothausen, T.J., Malshe, A., & Arnold, J.K. (2012). Emotional and physical strain and identity cycles in voluntary turnover. Presented at the annual meeting of SIOP, San Diego, April.

- This paper was named as a *Featured Top Rated Poster* due to "extremely high ratings and very favorable comments."

Rothausen, T.J. & Bazarko, D.M. (2012). Interacting industry and professional contexts: A case of nurse leader development. Presented as part of the symposium, "Understanding and Leveraging Context in Leader Development," at the annual meeting of SIOP, San Diego, April.

- This paper session was identified as eligible for certification credit for the Human Resource Certification Institute (HRCI).

Rothausen, T.J. (2011). A meso-level mnemonic framework for teaching and practicing leadership and leader development. Presented at the annual meeting of the Academy of Management, San Antonio, August.

Rothausen, T.J., Malshe, A., & Arnold, J.K. (2010). The work and life iterative assessment model: A content and process model of turnover. Presented at the annual meeting of the Academy of Management, Montreal, August.

Rothausen, T.J., DeVaughn, M.L., Sailors, J.J., & Puto, C.P. (2010). A facet model of full-time MBA student satisfaction: Program elements and outcomes. Presented at the annual meeting of the Academy of Management, Montreal, August.

- This paper was selected by the editors of *Academy of Management Learning and Education* for their invited for Competitive Writers' Workshop with the editors of the journal.

Rothausen, T.J. & Sorenson, R.L. (2009). Leveraging Family Member Capacity in Family Businesses. Presented at the Second Annual Family Capital, Family Business, and the Free Enterprise System Conference, University of St. Thomas Center for Family Business, Minneapolis, October.

Rothausen, T.J. & Gonzalez, J.A. (2009). Are All The Parts There For Those Who Care? Facet Job Satisfaction and Caring Values. Presented at the annual meeting of SIOP, New Orleans, April.

Rothausen, T.J. & Ekelund, B.Z. (2009). Construct Validity and Comparison of Two Psychological Type Models. Presented at the annual meeting of SIOP, New Orleans, April.

Rothausen, T.J. (2008). Work-Family Research in Management: Implications for Family Members in Family Businesses. Accepted for presentation at the Inaugural Family Capital, Family Business, and the Free Enterprise System Conference, University of St.

Thomas Center for Family Business, Minneapolis, September.

Rothausen, T.J. (2008). Causes of turnover related to diversity and family demands. Presented at the annual meeting of SIOP, San Francisco, April.

Rothausen, T.J., Gonzalez, J.A., and Griffin, A.E.C. (2006). Facet and Global Job Satisfaction and Intention to Quit: The Moderating Effects of National Culture and Economic Factors. Presented at the Academy of International Business (AIB) Annual Conference, Beijing, June.

Rothausen, T.J. (2005). Why Good People Leave Good Companies in the Twenty-First Century: It's All About Careers and Organizations. Presented at The Center for Human Resources Careers Conference at the Wharton School of the University of Pennsylvania, Philadelphia, June.

Rothausen, T.J., Marler, J.H., & Wright, P.M. (2003). Research productivity, gender, family, and tenure in organization science careers. Presented at the annual meeting of the Academy of Management, Seattle, August.

Rothausen, T.J. (2003). Family diversity. Presented at the Fifth Annual Work-Family Academic Conference (WFAC) sponsored by the Business and Professional Women's Foundation, the Center for Families at Purdue University, and the Alfred P. Sloan Foundation, Orlando, February.

Power, S.J. & Rothausen, T.J. (2002). A work and life oriented career development model for the new economy. Presented at the annual meeting of SIOP, Toronto, April.

Rothausen, T.J. (2002). Work-family fit: A social-systems perspective on work-family. Presented at the annual meeting of SIOP, Toronto, April.

Rothausen, T.J. (2002). Developing a model of successful work-family fit. Presented at the Fourth Annual WFAC, San Francisco, February.

Rothausen, T.J. (2000). Conceptualizing work-family and work-life issues: What can the nonprofit sector learn from business? Accepted for presentation in a panel on work-family/life in the non-profit sector at the Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), New Orleans, November.

Rothausen, T.J. (2000). Effects of doctoral experience, academic affiliation, and sex differences on research productivity and where organizational scientists hold tenure. Paper presented in a panel titled "Understanding Gender in Managerial and Organizational Contexts" at the annual meeting of the Academy of Management, Toronto, August.

PAPER PRESENTATIONS: INVITED (2012-PRESENT (earlier available on request))

(2019) Meaning-based Job-related Well-being, Identity, and Spiritual Development. Organizational Behavior Lab Research Presentation, Harvard Business School, February.

(2013) Coping with identity and well-being threat in turnover: A cyclical life quest process. Research Workshop Series, Department of Work and Organizations, Carlson School of Management, University of Minnesota, April.

(2012) Integrating work-family, work-life, and work-nonwork into core constructs: Job satisfaction and retention/turnover. Invited peer-reviewed presentation. Presented at the Work and Family Researchers Network Inaugural Conference, New York City, June.

(2012) Mapping job-specific wellbeing and drawing in missing elements to better predict outcomes: Adding fulfillment of job purpose and general facets to job satisfaction. Research Workshop Series, Department of Work and Organizations, Carlson School of Management, University of Minnesota, April.

APPLIED RESEARCH REPORTS (2012- PRESENT (earlier available on request))

Rothausen, T.J. (2016). A Case Study for Organizational Development Purposes. Submitted June 30, 2016 to the board of the Center for Emerging Leadership.

Rothausen, T.J. (2014). Governance and Structure of the Work-Family Researchers Network (WFRN): Considerations and Recommendations. For the President of WFRN, University of Pennsylvania, Philadelphia, Pennsylvania.

Rothausen, T.J., Christenson, S.C., & Larson, A.M. (2012). Employee well-being, job satisfaction, and their relationship to retention and self-reported performance behaviors. For Maddens, Brainerd, Minnesota.

Rothausen, T.J., Larson, A.M., & Christenson, S.C. (2012). Employee well-being, job satisfaction, and their relationship to retention and self-reported performance behaviors. For Cardinal of Minnesota, Rochester, Minnesota.

TEACHING & FACILITATION

EXECUTIVE, PROFESSIONAL, ADULT, AND ELDER DEVELOPMENT ~ SPEECHES, WORKSHOPS, SEMINARS, AND PROGRAMS (2009- PRESENT (earlier available on request))

Executive Leadership for District Superintendents. Three-year executive leadership development series of once-per-month executive development workshops for executives of high-priority school districts. Through client *Center for Strategic Leadership and Organizational Coherence*. October 2021-June 2024.

The Presence of Your Absence is Everywhere: The Feminine Divine in the Judeo-Christian Tradition. Two one-hour classes and creation of an educational display of images, quotations, and artwork. Mount Olive Lutheran Church, Adult Education Forums, Minneapolis. Classes taught January 2024; display for viewing January-March 2024.

WISER Leadership in VUCA Times, 2-hour session as part of Cabinet Retreat, President's Cabinet, Seattle University, August 2021.

Anti-Racist Curriculum Series (ARCS), Co-Facilitator 2020-21 and 2021-22, nine-part series of 2-hour Zoom-based development, leading business school faculty experiences resulting in personal and professional development and collaborative creation of anti-racist curriculum changes and inclusive classroom climate. Seattle University, Albers School of Business and Economics, 2020-2021.

The Whiteness Workshop, four-part series of 4-hour Zoom-based leader development sessions, Partnership between my company Wiser Wilder Leadership, LLC and Interstanding, Inc., July-August 2020.

Myths (and Realities) of Leading for Wiser Leadership. Half-day Professional Leader Development Seminar, Emerging Leaders Institute, University of St. Thomas, April 16, 2020.

Ad board for Diversity Insights presentation in 2019.

Inclusive Leading for White Women, six-part series of leader development sessions, Center for Emerging Leadership Professional Leader Development, Minneapolis, May, August, and October 2019.

The Wiser Leader, Half-day Seminar, Emerging Leaders Institute at the University of St. Thomas—Professional Leader Development, St. Paul, August 15, 2019.
Whiteness in Leadership and Organizations, Diversity Insights Breakfast—Breakfast Workshop for the Forum for Workplace Inclusion—Professional Leader Development, Minneapolis, June 13, 2019.
How Does Leadership Become Wiser, More Meaningful, and Fulfilling? Speech, Albers School of Business and Economics, Seattle University, Seattle, May 24, 2019.

Leadership Myths and Realities. Keynote Speech at the Minnesota City/County Management Association, Brainerd Minnesota, May 2, 2018.

#MeToo, Women's Voices, and Women's Leadership speech, panel, and Q&A evening speaker / workshop, The Argument Club for Women, Minneapolis, May 1, 2018.

Principled Leadership, One-Day Retreat Workshop, Center for Ethical Organizations at the University of St. Thomas—Professional Leader Development, coordinated with other sessions in a cohort program, Minneapolis, December 2017.

Executive education (non-credit) participants in 2017

Inclusion is About White Leaders (or, "It's the White People, Stupid!). Spotlight Presentation at the Forum for Workplace Inclusion Annual Conference, Minneapolis, Minnesota, March 29, 2017.

Integrating Spirituality and Leadership through Spiritual Direction, Evening Professional Leader Development Seminar, Center for Emerging Leadership, St. Paul, Minnesota, November 2016.

Race, Culture, and the Implications of Whiteness for Women's Leadership, Four-Part Professional Leader Development Workshop, Center for Emerging Leadership, Minneapolis, Minnesota, September and October, 2016.

Women Leaders in Dialogue in the Patriarchy, Two-Part Professional Leader Development Online Study Circle, Center for Emerging Leadership, May and June 2016.

Spiritual Leader Development, Online Professional Leader Development Workshop, Center for Emerging Leadership, November 16, 2015.

Spiritual Leader Development: An Integrative, Generative Approach to Leadership. Professional Leader Development Workshop, Center for Emerging Leadership, Minneapolis, October 8, 2015.

Leader Development Labs: Innovative Leadership and Interpersonal Curriculum in MBA programs. AACSB International Curriculum Conference: Re (Invent + Think + Design), St. Louis, May 19, 2015.

Hidden potential for brand engagement by leveraging employee well-being. Conference Board conference, New York City, June 18, 2014.

Creating a New Ecosystem: Abundance versus Scarcity. Keynote Speech. The Forum on Workplace Inclusion Annual Conference 2014, Minneapolis, March 20, 2014. *Photo at right.*

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On the stage at the Forum for Workplace Inclusion; 2014

Leadership as Gift-giving and Gift-receiving, Full-Day Professional Leader Development Workshop, Center for Emerging Leadership, St. Paul, Minnesota, December 2013.

Women CEOs Panel. Invited Moderator, Women's Health Leadership Trust and UST MBA in Health Care, September 18, 2011.

Leadership and Learning. Keynote Speech, Learners to Leaders: A Program for High Potential African American College Students, Minneapolis, April, 2010.

Work-Family Choices and Challenges. Featured Speech, Fall Speaker Series on Workplace Justice in the Women at Work series, Women's Center at St. Cloud State University, St. Cloud, Minnesota, November 14, 2010.

Four Levers for Unleashing Human Capacity at Work. Architectural Alliance Partner's Meeting, Minneapolis. March 2010.

Leader Self-Development through Self- and Other- Awareness. Ameriprise Financial, Strategy and Business Development Group, Minneapolis, April, 2009.

University of St. Thomas Executive Development

Executive Education in Nurse Leadership Program. Program for health care executives in leadership positions (CEO, CNO). Co-lead Faculty with Corporate Partner. Major clients: Allina and UnitedHealth Group, 2011, 2012, 2013.

Leader Development session, Executive Education in Collaborative Leadership, Custom program for US Bank, 2011.

Using Leadership Brand to Differentiate on Innovation, 3M, Industrial and Transportation Business, Maplewood, Minnesota, April, 2010

Leader Development session, Executive Education in Collaborative Leadership, Program for leadership teams from six organizations, 2009, 2010.

Going (Much) Deeper on Gender: It's Not About Men and Women, 21st Annual Multicultural Forum on Workplace Diversity, St. Paul, Minnesota, 2009.

Leading and Managing Without Authority. Custom program for cohorts in two local companies, 2008, 2009, 2010.

TEACHING IN FOR-CREDIT ACADEMIC PROGRAMS

Seattle University Leadership Executive MBA during the pandemic in 2020 above, and post-pandemic, top of next page.

<u>Summary of Quantitative Student Reports on Teaching (qualitative feedback available on request)</u>

2020-2022 (Seattle University; Executive MBA): Five sections of the two executive courses listed immediately below (my first offerings of the courses and during the pandemic) student evaluation on a 5-point scale **averaged 4.7** (4.9, 4.8 4.7, 4.5, 4.3).

2019-2020 (University of St. Thomas, Evening MBA):

With younger masters' students, student evaluation on a 5-point scale **averaged 4.7**.

Courses Taught

Seattle University (SU)—Leadership Executive Master of Business Administration, Core **Required** Courses

Leadership Synthesis and Discernment, 2020-present (required for Executive Leadership Program Certificate and EMBA)

Leadership Assessment, Feedback, and Coaching, 2023-present (required for Executive Leadership Program Certificate and EMBA)

Leadership Capstone: Planning Significant Leadership Legacy, 2022-present (required for EMBA)

Seattle U Executive retreat, 2022

University of St. Thomas (UST)—Master of Business Administration: Core, **Required** Courses

Leading Self and Others, Evening MBA program, 2017, 2018, 2020.
both traditional ("bricks & mortar") and blended sections

Management of Organizational Behavior, Health Care MBA program, 2015, 2016, 2017. Blended offerings with an opening weekend face-to-face and the remainder online including class sessions and team projects with video presentations.

Management of Organizational Behavior, Evening MBA program, 2016.

Management of Organizational Behavior, Full-time MBA program, 2003-2009 and 2012-2014.

Leader Development Lab, Full-time UST MBA program, 2004-2013.

Perspectives on Managing, Day MBA program, 1998-2002.

Organizational Theory and Behavior, Evening MBA program, 1998-2003.

University of St. Thomas—Master of Business Administration **Electives**
(* indicates seminar/tutorial course)

Inclusive Leadership in Diverse Organizations, with Dr. Dominic Longo, 2018; Ms. Ashlee Davis, Cargill, 2019; Ms. Sophia Khan, Thompson Reuters, 2020. 2019 and 2020 were blended sections.
I developed and founded this course.

*Engaging Managers in Employee Wellbeing and Engagement, 2012.

*The Relationships Between Employee Wellbeing and Performance, 2011.
Intercultural and Diversity Management, 2006-2009.
I developed and founded this course.
*Optimizing Human Capital, spring 2005.
Gender in Organizations: Women and Men in Management, 2003.

University of St. Thomas—Undergraduate
Leadership, Religions, and the Workplace; Undergraduate Core, Option for 3rd Theology Requirement, with Dr. Dominic Longo, 2017.
Theology, Leadership, and the Common Good; Undergraduate Core, Option for 3rd Theology Requirement, with Dr. Bernard Brady, 2016.
Human Resource Performance Assessment, Development, and Career Management; HR concentration required course, 2007.
Organizational Behavior; Management concentration core required course, 2000.

Texas A&M University—Graduate
Career Development: Multiple Perspectives, MS-HR elective, 1997-1998.
Human Resource Selection and Job Matching, MS-HR core, 1996-1998.

Texas A&M University—Undergraduate
Career Development: Multiple Perspectives, HR major elective, 1997-1998.
Organizational Staffing and Job Match, HR major core, 1995-1998.
Human Resource Management; Management and HR major core, 1994-1998.

University of Minnesota Carlson School of Management—Graduate
Organizational Behavior, MA-HRIR core, 2001-2002.
Staffing, Training, and Development, MA-HRIR core, 1998-1999.
Work-Family/Work-Life, MA-HRIR and MBA elective, 1999.

University of Minnesota Carlson School of Management—Undergraduate
The Individual in the Organization, Management major core, 1992-1993.
Personnel and Industrial Relations; HR major core, 1991-1992.

St. Olaf College—Undergraduate
Industrial and Organizational Psychology, 1994.
Auditing, 1990.
Principles of Accounting, 1989.

LEADERSHIP POSITIONS AND SERVICE SUMMARY

Seattle University LEADERSHIP POSITIONS

Academic Director beginning July 2023, & Executive Director 2020-2023, Center for Leadership Formation (CLF); 2020-present
CLF is home to the Leadership Executive MBA and Executive Leadership Graduate Certificate Programs; significant accomplishments and initiatives include:

- increased enrollments 39% in first year with largest proportion of underrepresented minorities and highest GPA in program history;
- significant re-design for a more active Board of Advisors in partnership with CEO Harvey Kanter;
- leading teams of faculty, staff, and business community constituencies through a mission-focused strategic planning process exploring opportunities with tertiary, ongoing learning for mature students;
- leading teams of 25 faculty, 8 coaches, and 3 staff members though a complete re-design of two core programs, moving from 85% in-person programs to 100% online, including design and implementation of templates and norms for online course delivery while maintaining excellence as demonstrated by top-20 EMBA ranking, amidst significant turnover of faculty and staff during pandemic
- pioneering task forces comprised of board members, alum, faculty, and staff to deliver outcomes in three areas: increased diversity of cohorts, program innovations, and funding.

Seattle University Service

Member of the Advisory Council and its Executive Committee; Center for Ecumenical and Interfaith Engagement (CEIE); Office of the Provost, 2023-present.
Member of the Executive Education Team; Graduate, Executive, and Professional Education; Office of the Provost, 2022-present.
Member of the Scholarly Research Committee; Albers School of Business and Economics, 2023-present.
Co-Facilitator; ARCS Program (Anti-Racist Curriculum Series; this is an internal faculty designed and led program for faculty); Albers School of Business and Economics (Albers); Seattle University; 2020-2021 and 2021 and 2022, at which point an Assistant Dean for DEI was hired. *also listed in teaching
Committee Member; Diversity, Equity, and Inclusion Committee; Albers School of Business and Economics; Seattle University; June 2020-2022.
Member, Management Department Promotion and Tenure Committee, Management Department, Albers, 2020-present.
Presenter at an All Advisory Committees Meeting, Dean's Office, Albers, Fall 2020.

Harvard University

Founding President, 3rdChapter@HDS Club, Harvard Divinity School (3rdChapter was a think tank of midlife students at HDS from business, K-12 education, higher ed, military, and other industries/sectors). Harvard University, 2018-2019.

University of St. Thomas, Minnesota LEADERSHIP POSITIONS

Co-chair (2017-18) and Inaugural Member, Women Faculty Leadership Council, Office of Faculty Development (University level), 2012-2018.
Chair (elected by members, 2014-15 and 2015-16) and Member (elected, two 4-year terms),

University Tenure and Promotion Committee, 2008-2016.

- Significant accomplishments include pioneering on-boarding and training sessions for the committee to increase fairness and equity.

Chair (2007-2008, 2008-2009, 2010-2011, and 2011-2012) and Member, Faculty Search Committees, (Department level), 1999-2012.
Chair (2010-2011) and Member, Curriculum Committee, (College level), 2003-2012.

Founding Director, Full-time UST MBA program, which operated 2003-2015 and was a top-100 full-time MBA program; College Academic Program, 2002-2005.

- Significant accomplishments include leading teams of faculty and staff though building an award-winning full-time MBA program that included an integrated business simulation, consulting project, and innovative leadership, communications, and ethics labs woven into functional business courses, resulting in job placement of initial graduates at companies including General Mills, Accenture, Wells Fargo, Land O' Lakes, and United Health Care, and winning AACSB recognition for excellence in quality of curriculum, quality of program management, quality of faculty, and student skills development.

Selected University of St. Thomas, Minnesota Service
Major appointments and elected positions, University of St. Thomas, Opus College of Business, and Management Department listed below; see leadership above; full detail available upon request.

Inaugural Member, Learning Symposia Planning Committee, Forum for Workplace Inclusion, Office for Mission (University level), 2016-17.
University Mentor for Assistant Professor in Engineering, 2015-2016.
Member, Associate Dean's and Strategic Research Task Forces, (College level), 2011-2016.
Member, Diversity Steering Committee, (College level), 2010-2012 and 2014-2016.
Inaugural Lead Faculty (2008-2009) and Member, Full-time UST MBA Core Faculty Team, (College level), 1998-2015.
Member, Diversity Steering Committee, (University level), 2001-2005.

Texas A&M University, University of Minnesota, St. Olaf College
Available upon request

SELECTED PROFESSIONAL DEVELOPMENT, SERVICE, & AWARDS

PROFESSIONAL DEVELOPMENT

Executive MBA Council (EMBAC) Annual Conference, 2019, 2020, 2022.
The Arrupe Seminar on the Foundations and Vision of Jesuit Education, Center for Jesuit Education, Seattle University, October 2021 – May 2022.
Inclusive Pedagogies, Center for Faculty Development, Seattle University, October – December 2021.

Trauma-informed Pedagogies, Center for Faculty Development, Seattle University, October – November 2021.
Jesuit Approaches to Higher Education, New Faculty Institute, Seattle University, September-November 2021.
Annual Conference of Spiritual Directors International, April 2021.
Wrestling with Whiteness, Jesuits West Faith Doing Justice Workshop series, Fall 2020.
Hadara Program; four-week intensive program in Arabic, Islamic Civilization and Leadership, and Spiritual Cultivation and Growth; Istanbul, Turkey, June-July 2019.
OB Research Lab, Harvard Business School, February-May, 2019.
Harvard Divinity School; six masters level courses in spiritual development across wisdom traditions while on sabbatical, August 2018-May 2019.
Common Good Seminar, UST Center for Catholic Studies, June 5-6, 2017.
Designing Your Hybrid Course, Quality Matters Seminar, July 16-30, 2015.
Online Teaching Seminar, UST Faculty Development, July 14-16, 2015.
Writing Across the Curriculum, UST Faculty Development, June 8-12, 2015.
Engage Seminar on Civic Engagement, UST Faculty Development, May 26-28, 2015.
Harvard Business Publishing Teaching Cases On-line Teaching Seminar, May 20-June 4, 2015.
Harvard Business Publishing Case Method Teaching Seminar. Minneapolis, 2014.
AACSB Curriculum Development Series: Leadership. Chapel Hill, 2013.
Institute of Work Psychology conference, Sheffield, UK, June 2012.

Attended four workshops in research methodology through the Figure It Out Statistical Consultancy

- Structural Equations Modeling using MPlus
- Multilevel Modelling Using SPSS
- Multiple Regression using SPSS
- Data Management using SPSS Syntax

Redesigning the MBA: A curriculum development symposium. AACSB, International seminar, Tampa, 2011.
Faculty Partnership Program, University of St. Thomas, Incorporating Sustainability into Management, 2009.
Faculty Partnership Program, University of St. Thomas, Integrating Marketing and Human Capital, 2009.
Workplace Diversity: Practice and Research. George Mason University 3rd annual conference on diversity teaching, training, and practice, Fairfax, Virginia, 2009.
Excellence in Teaching Human Resources and Industrial Relations. HRIR Conference, University of Minnesota Carlson School, Minneapolis, Minnesota, 2007.
Teaching and Training Workplace Diversity: Best Practices and Research Conference, George Mason University inaugural annual conference on diversity teaching, training, and practice, Fairfax, Virginia, 2007.

PROFESSIONAL ACTIVITIES AND SERVICE TO PROFESSION SINCE 2000

Editorial Board Member, *Sex Roles: A Journal of Research*, 2018-2020 term.
Editorial Board Member, *Journal of Organizational Behavior*, 2002-2004 term.
Ad hoc reviewer for the following journals:

Journal of Business Ethics, 2017-present.
Academy of Management Learning and Education, 2010-2021.
Review of Managerial Science, 2018.
Human Relations, 2010, 2015, 2017.
Sex Roles: A Journal of Research, 2007- 2017 (and term on board as above).
Journal of Organizational Behavior, 1997-2002, 2012-2017 (and board as above).
Human Resource Management, 2015-2016.
Journal of Vocational Behavior, 1995, 2016.
Family Business Review, 2016.
Human Resource Management Journal, 2015.
Journal of Management Education, 2012-2013.
Journal of Occupational Health Psychology, 2010.
Journal of Occupational and Organizational Psychology, 1997, 2007.
Personnel Psychology, 1996-2002.
Journal of Applied Social Psychology, 2002.

Leadership Learning Resources and Relations Board Member, Center for Emerging Leadership, Lutsen and St. Paul Minnesota, 2014-2017 (Secretary during 2014; Special Projects during 2015 and 2016), and advisor 2018.

Steering Committee Member, Committee on Leadership and the Arts, Grand Marais, Minnesota, 2016.

Beta Tester, International Leadership Association's new online community platform, 2016.

Executive Committee Member and Treasurer, Organizational Behavior Division of the Academy of Management, 2013-2015 term.

Consultant to the Work-Family Researchers Network President, Strategy Session, University of Pennsylvania, August 2014.

Executive Committee Member and Secretary, Gender and Diversity in Organizations division of the Academy of Management, 2008-2011 term.

Reviewer and Member, Kanter Award Committee. 2013-2015, 2005-2007, and 2000-2002. This committee is a partnership between the Center for Families at Purdue University and the Center for Work and Family at Boston College.

Reviewer, Society for Industrial and Organizational Psychology conference, 1994-2002, 2005-6, 2008-13, 2015-present.

Reviewer, Organizational Behavior Division, Academy of Management, 2009-2014, 2016. (see award section for Outstanding Reviewer Awards).

Reviewer, Gender and Diversity in Organizations Division, Academy of Management, 2007-2011, 2013, 2016.

Reviewer, Management Education and Development Division, Academy of Management, 2011, 2012.

Editorial Board of the Sloan Work-Family Encyclopedia, 2004-2007 term.
This is a website-based encyclopedia of teaching resources designed for ongoing revision and updating. The encyclopedia includes key teaching concepts and topics, key readings, sample assignments, and sample PowerPoint slides.

Virtual Think Tank: Teaching Work and Family, 2000-2002. This committee was a virtual think tank with seven members nation-wide (members representing Boston College, Harvard, Baruch, Columbia, University of Seattle, Michigan State, Portland State, and University of St. Thomas). This group advised and provided direction for the formation

of Boston College's Sloan Work-Family Researchers Electronic Network Website.

SELECTED COMMUNITY SERVICE 2004-PRESENT

Mount Olive Lutheran Church; Minneapolis, Minnesota; 2013-present.
Spiritual Director and Adult Educator, 2022-present.
Lector, 2018-present.
Personal Connection Correspondence Writer, 2021-present.
George Floyd Racial Justice Response Team, 2020.
Family Nurture Group, 2017.
Neighborhood Graffiti Cleanup with Kids Leader, 2014.
Host for visiting groups, 2013.

Forum for Workplace Inclusion; Minneapolis, Minnesota; 2000-2021.
Center associated with University of St. Thomas and Augsburg University.
Coach, Coaching Center, 2020.
Speaker and Presenter, 2009, 2014, 2017, & 2019.
Strategic Planning Committee, on and off 2000-2018.

Minneapolis Public Schools; 1998-2011.
South High Aquatic Boosters, South High School
Program and new-parent coordinator, 2008-2011.
Member, 2007-2011.
South High School Girls' Swim Team
Volunteer, 2007-2011.
South High PUSH member, 2007, 2009.
Founding Chair, Millers Raising Dough, Washburn High School
Accomplishments include setting up infrastructure for this separate nonprofit group, recruiting and directing a team of parent and student volunteers, representing the group to the Washburn Parent Council, Washburn faculty and staff, and Minneapolis School Board, raising $20,000 for the school. 2005-2006.
Miller Mart School Store, Washburn High School (Minneapolis Public Schools); raising funds for various student activities (e.g., band). 2005-2006.
Volunteer and PTA member, Keewaydin Community School, Minneapolis, Minnesota, 1998-2000.

Minneapolis Police Department; Community and Citizen Relations; 2005-2007.
Participant, Force Facts day-long seminar, April 2007.
Graduate, Citizen's Academy; ten 3-hour training sessions, Fall 2006.
Participant, Ride Along Program, 2005- 2006.

PRESS 2014-Present

- Interviewed about The Great Resignation and the need for a new leadership model by senior reporter Neanda Salvaterra of The Agenda (a boardroom news source for public directors), December 2021.

- Interviewed for "Good Question" segment by Heather Brown, WCCO-TV, Minneapolis/St. Paul, Minnesota, January 22, 2019; segment aired in February 2019.
- Leader Development Practice for Generative Leadership, featured interview on radio show and podcast, "Best of Ourselves" Leadership for WTIP, a public radio station in Grand Marais, Minnesota. May 2016.
- Quoted in article on work-life by Minnesota News Network, November 2015.
- Quoted in internal press release about work-life poll, October 2015.
- Quoted in article on best companies to work for in the twin cities, Minneapolis Star Tribune, published June 14, 2015.
- Featured on the Diversity Executive Magazine feature on www.talentmgmt.com, December 10, 2014.
- Quoted in column on management by Eric Barton; BBC Capital, June 14, 2014.

CURRENT PROFESSIONAL ASSOCIATIONS ***(select former associations in italics)***

Academy of Management, 1992-present.
Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, 1993-present.
International Leadership Association, 2012, 2016-present.
Spiritual Directors International, 2016-present.
Work-Family Researchers Network (WFRN; formerly Sloan Work-Family Researcher Network), founding member, 1999-2018.
Association to Advance Collegiate Schools of Business (AACSB International), 2003-2009.
Graduate Management Admissions Council (GMAC), 2003-2006.
American Institute of Certified Public Accountants (AICPA), 1986-1994.

PROFESSIONAL AWARDS, GRANTS, AND HONORS 2010-PRESENT

Very limited list; see "Research Publications" and "Paper Presentations" above for additional honors specific to research. Earlier and additional current honors available on request.
2011-2020: held the Susan E. Heckler Endowed Chair in Principled Leadership, Opus College of Business.
2011-2020: John Ireland Scholar Status; Presidential Award for Outstanding Achievement as Teacher-Scholar, University of St. Thomas, recognizing outstanding achievement in teaching and scholarship that exemplifies the mission and values of the University of St. Thomas as an educational institution committed to the teacher/scholar model.
2019: admitted to the Master of Divinity degree program, Harvard Divinity School, Harvard University, as a candidate for the class of 2021.
2018: Catherine Michaud Scholarship Award for academic achievement and commitment to graduate studies in theology, St. Catherine University, St. Paul, Minnesota.
2016-2017: Gardner-Gross Scholarship Award for theology studies at midlife, St. Catherine University, St. Paul, Minnesota.
2010: Faculty of Honor, Elected by Full-time UST MBA Class of 2010, May 2010.

REFERENCES provided on request.