

RICHARD T. MARCY

School of Public Administration
Victoria, British Columbia V8W 2Y2 Canada
e: rtmarcy@uvic.ca
[LinkedIn](#) | [ResearchGate](#) | [Google Scholar](#)

1. DEGREES:

- 2005 – 2008 **Ph.D., Industrial-Organizational Psychology – *University of Oklahoma, Norman, OK USA***
- Minor in *Measurement and Statistics*
 - Areas of research included leader expertise, sensemaking, and decision making in dynamic, complex environments.
 - Product development included the design of a strategic leadership-training program in causal analysis in complex environments.
- 2002 – 2005 **M.S., Industrial-Organizational Psychology – *University of Oklahoma, Norman, OK USA***
- Areas of concentration included leadership, social innovation, and creativity in dynamic, complex environments
- 1992 – 1996 **B.A., Media Study, magna cum laude – *University at Buffalo, Buffalo, NY USA***
- Areas of concentration included video art and experimental documentary, with an emphasis on the analysis, interpretation, and development of media as a catalyst for social change
 - Founder and President of the undergraduate departmental club

2. POSITIONS HELD PRIOR TO APPOINTMENT AT UNIVERSITY OF VICTORIA:

- 2007 – 2009 **Post-Doctoral Research Fellow, *Center for Creative Leadership, Greensboro, NC***
- Conducted research in strategic leadership development, leader adaptability, leadership as management of meanings, and constructive-developmental theory and leadership
 - Conducted research in/developed comprehensive training program for leader adaptability with a major government contractor for the Department of Defense (CCL/PDRI/US Army/USMC)
- 2002 – 2008 **Graduate Research Assistant, *Center for Applied Social Research (CASR), NSF Contract #SES 0529910/Navy Contract #030001, University of Oklahoma***
- Worked on job analysis and software development grant with a major government contractor for the Department of Defense.
 - Supervised, coordinated, and provided training with research team members on various project activities. Performed quantitative analyses for both descriptive purposes and (e.g., correlation, means, standard deviations) and inferential purposes (e.g., MANCOVA, cluster analysis). Prepared and presented presentations, technical reports, and project summaries for grant sponsors.
 - Areas of research and product development included: job analysis, workforce metrics and predictive people analytics, human capital software development, team performance evaluation systems, and staffing and timing models.
 - Worked on ethics and integrity research grant for the National Science Foundation.
 - Supervised, coordinated, and provided training with research team on various project activities, to include the development and delivery of a sensemaking approach to ethics training and measurement. Performed qualitative analyses (e.g., grounded theory and thematic analyses).
- 2000 – 2001 **English Teacher, *Nova Group, Osaka, Japan***
- Worked as team member of a multinational staff at Nova's *Multi-Media (Online) Division*, Japan's only language company to offer native-only instruction, in six different languages, via digital line. Taught English and Business English classes to Japanese locals in their homes using video teleconferencing.

- 1996 – 1999 **Corporate Communications Specialist, Capgemini Consulting, N.Y., N.Y. and freelance**
- Worked as a member of a Gemini Management Consulting team, and flew weekly to various client locations throughout the U.S. and the world, working on-site for engagements of three months or more.
 - Collected and compiled data from client's company executives, employees, and Gemini Team members; developed presentations and other media. Also worked as an independent contractor, accomplishing freelance projects for various clients.

- 1987 – 1992 **United States Marine, United States Marine Corps, Oahu, HI/ Saudi Arabia**
- Supervised administrative office for the 3rd Marine Division, along with carrying out the day-to-day duties involved with being a Sergeant of Marines. During Gulf War, shared additional infantry-related duties/responsibilities, such as perimeter security for 3rd Marines Combat Center, Saudi Arabia, to include command while under intermittent enemy shelling.
 - Awards given included meritorious promotion, 3rd MAW Marine of the Quarter, Combat Action Ribbon (and various other Gulf War ribbons/awards), and appointment to NCO Leadership School.

3. MAJOR FIELDS OF SCHOLARLY OR PROFESSIONAL INTEREST

- Public and Non-Profit Sector Leadership and Management
- Cognition in Organizations
- Social Innovation
- Non-violent avant-gardes on the Left and Right
- Autism and Employment

4. PROFESSIONAL AFFILIATIONS:

- Academy of Management
- International Society of Political Psychology
- Canadian Society of Industrial-Organizational Psychology
- Behavioral Science & Policy Association

5. SCHOLARSHIPS, FELLOWSHIPS, HONOURS, GRANTS AND AWARDS

- 2018 2018-19 SSHR IRCPG Institutional Grant (Internal Research / Creative Project Grant), *University of Victoria*
- 2017 Best Paper of the Year award for *The competing values framework: implications for strategic leadership, change and learning in public organizations* (co-authored with Evert Lindquist) from the International Journal of Public Leadership, 2016.
- 2016 Scholarly Conference and Artistic Performance Travel Grant, *University of Victoria*
- 2015 Scholarly Conference and Artistic Performance Travel Grant, *University of Victoria*
- 2012 Scholarly Conference and Artistic Performance Travel Grant, *University of Victoria*
- 2002 – 2005 Lew Wentz Graduate and Law Scholarship, *University of Oklahoma*
- 2004 Graduate Student Senate Research and Creative Activity Grant, *University of Oklahoma*
- 1996 Certificate of Outstanding Achievement - Department of Arts & Letters, *University at Buffalo*

6. APPOINTMENTS AT UNIVERSITY OF VICTORIA

- 2009 – Present **Assistant Professor of Organizational Behavior, University of Victoria, School of Public Administration, Faculty of Human and Social Development, Victoria, BC**
- Currently conducting research in public and non-profit leadership and leadership development, social innovation, and leader cognition.
 - Currently developing leadership innovation training initiatives, with a primary focus on cognitive skill evaluation and development (i.e., increasing leader expertise, creativity, and social innovation)

7. SCHOLARLY AND PROFESSIONAL ACHIEVEMENTS:

a. Articles in refereed journals:

- Marcy, R.T. & Bayati, A. (under review). Leveraging Neurodiversity through I/O Psychology: The Identification, Selection, and Training of Individuals with HFASD. *Scandinavian Journal of Disability Research*.
- Marcy, R.T. & D'Erman, V.J. (2019). The European 'New Right' as Radical Social Innovation. *Journal for the Study of Radicalism*. 13(2), 65-90
- Lindquist, E.V. & Marcy, R.T. (2016). The competing values framework: implications for strategic leadership, change and learning in public organizations. *International Journal of Public Leadership*.
- Marcy, R.T. (2015). *Breaking Mental Models as a Form of Creative Destruction: The Role of Leader Cognition in Radical Social Innovations*. *The Leadership Quarterly*, 26 (3), 370-385.
- Marcy, R.T., & Mumford, M.D. (2010). Leader Cognition: Enhancing leader performance through causal analysis. *The Leadership Quarterly*, 21 (1), 1-19.
- Kligyte, V., Marcy, R. T., Waples, E. P., Sevier, S. T., Godfrey, E. S., Mumford, M. D., & Hougen, D. F. (2008). Application of a sensemaking approach to ethics training for physical sciences and engineering. *Science and Engineering Ethics*, 14(2), 251-278.
- Kligyte, V., Marcy, R.T., Sevier, S.T., Godfrey, E.S., & Mumford, M.D. (2008). A Qualitative Approach to Responsible Conduct of Research (RCR) Training Development: Identification of Metacognitive Strategies. *Science and Engineering Ethics* 14(1), 3-31.
- Marcy, R.T., & Mumford, M.D. (2007). Social innovation: Enhancing creative performance through causal analysis. *Creativity Research Journal* 19 (2-3), 123-140.

b. Books, Chapters, Monographs (peer or editor reviewed):

- Marcy, R.T. (in press). Why the Alt Right is not going anywhere (regardless of what we call it). In P. Gottfried (Ed.), *The Conservative Movement: A Critical Anthology*. Dekalb, Illinois: Northern Illinois University Press.
- Marcy, R.T. & Berze, O. (2016). Public Sector Leaders as Early Detectors of Crises: The Role of Mental Models, Expertise, and Development. In Galavan, R. and Sund, K.J. (Eds.), *New Horizons in Managerial and Organizational Cognition*. London, England: Emerald.
- Marcy, R. T. (2015). *Not Only What, But How: The Role of Expertise in Developing Public Sector Leadership*. In D. Alexander and J. M. Lewis (Eds.), *Making policy decisions: Expertise, skills and experience*. London, England: Routledge.
- Mumford, M. D., Blair, C., & Marcy, R. T. (2006). Alternative knowledge structures in creative thought: Schema, associations, and cases. In J. Kaufman & J. Baer (Eds.), *Creativity and Reason in Development* (pp. 117-136). Cambridge, England: Cambridge University Press.
- Mumford, M. D., Licuanan, B., Marcy, R. T., Dailey, L., and Blair, C. (2006). Political Tactics – Getting Ahead: How charismatic, ideological, and pragmatic leaders use influence tactics. In M. D. Mumford (Ed.), *Development in pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership*. Mahwah, NJ: Erlbaum Press.
- Mumford, M. D., Scott, G., Marcy, R. T., Tutt, M. J., and Hunter, S. T. (2006). Development – What Early Life Experiences Prepare You for Outstanding Leadership? In M. D. Mumford (Ed.), *Development in pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership*. Mahwah, NJ: Erlbaum Press.
- Mumford, M. D., & Marcy, R. T. (2004). Malcolm X. In J. M. Burns, G. R. Goethals, & L. Sorenson (Eds.), *Encyclopedia of Leadership* (pp. 939-944). Great Barrington, MA: Berkshire/Sage.

c. Other Publications (technical reports, non-refereed articles, etc):

- Marcy, R.T., Gentry, W.A., & McKinnon, R. (2008). Thinking straight: New strategies are needed for ethical leadership. *Leadership in Action* 28 (3), 3-7.
- Kligyte, V., Marcy, R. T., Sevier, S. T., Godfrey, E. S., Beaton, M. G., Mumford, M. D., Foster, M. W., & Hougen, D. F. (2007, July). Development and evaluation of a work practices approach for ethics education in science and engineering. Norman, OK: *Year two technical report for the National Science Foundation (NSF)*, Contract No. SES 0529910.
- Kligyte, V., Marcy, R. T., Sevier, S. T., Godfrey, E. S., Mumford, M. D., Foster, M. W., & Hougen, D. F.

(2006, August). Development and evaluation of a work practices approach for ethics education in science and engineering. Norman, OK: *Year one technical report for the National Science Foundation (NSF)*, Contract No. SES 0529910.

d. Papers, Lectures, Addresses:

- Marcy, R.T. (2019, April). *Leadership of Socio-Political Vanguarders: a review of behavior and cognition*. Conference paper presentation at 4th Interdisciplinary Perspectives on Leadership Symposium (2019). Corfu, Greece.
- Marcy, R.T. (2017, April). *Roundtable: Rightwing Critics of American Conservatism*. Invited panelist at Western Political Science Association Conference (WPSA) 2017. Vancouver, B.C.
- Marcy, R.T. (2016, September). *Back to the Future? Revisiting Leaders of 20th Century Social Utopian Art Movements for Lessons on Leading for Social Change*. Conference paper presentation at 8th Art of Management and Organization Conference at IEDC-Bled School of Management, Slovenia.
- Marcy, R.T. & D'Erman, V.J. (2016, May). *The European 'New Right' as Radical Social Innovation*. Conference paper presentation at Crisis and (re)Definition: Exploring the impacts of the 2008 global financial crisis on pan-Europeanism, nationalism, and political identity in the European Union and North America conference at University of Victoria, Victoria, B.C.
- Marcy, R.T. (2015, October). *Breaking Mental Models as a form of Creative Destruction: The Role of Leader Cognition in Radical Social Innovations*. Conference paper presentation at SoLS Leadership Conference 2015 at Royal Roads University, Victoria, B.C.
- Marcy, R.T. & Berze, O. (2015, June). *Public Sector Leaders as Early Detectors of Crises: Institutions, Individuals, and Development*. Conference paper presentation at Academy of Management's "Frontiers in Managerial and Organizational Cognition Conference" at Roskilde University, Denmark.
- Marcy, R. T. (2013, April). *Public Sector Leader Cognition: A Review of the Benefits and Limitations of Expertise in a Public Sector Context*. Conference paper presentation at IRSPM 2013, Prague, Czech Republic.
- Marcy, R. T. (2013, January). *Public Sector Leader Development: Looking under the hood of best practices & programs*. Speaking engagement at BC Public Service Learning Centre COP (Community of Practice), Victoria, B.C.
- Marcy, R. T. (2012, April). *Contradictions in Public Sector Leadership Development: Taking stock and looking ahead*. Conference paper presentation at IRSPM 2012, Rome, Italy.
- Marcy, R. T. (2012, March). *Competencies in Public Sector Leadership Development: How can something so right be wrong?* Speaking engagement at IPAC Study Tour of Senior Civil Servants from India - Perspectives on Public Sector Performance and HR, Victoria, B.C.
- Marcy, R. T. (2012, February). *Desire, Ethics, and Public Sector Leadership: The role of influence in a sustainable society*. Keynote speaker for BC Ministry of Environment's Environmental Protection Division (EPD) conference, "Vision of the Future: Influencing Behavioural Change", Victoria, B.C.
- Marcy, R. T. (2011, November). *Research in Public Sector Leadership Development: Taking stock and looking ahead*. Speaking engagement at Research Conversations for Human and Social Development series capstone, Victoria, BC.
- Marcy, R. T. (2011, June). *Between Variables of Crisis and Long-Term Certainty: Improving the Identification of Emergent Turbulence in Public Organizations*. Invited workshop member and paper presented for Working Group 3 ("The forms, processes, tools, techniques and technologies of strategic management in and of public organizations and services"). 7th TAD (Transatlantic Dialogue) on the Strategic Management of Public Organizations. Newark, NJ.
- Marcy, R. T. (2011, June). *Public Sector Leadership Development: What is it, and what are we developing?* Presentation at the 2011 University - Public Service Symposium, Ottawa, ON.
- Marcy, R. T. (2009, May). *Mental Agility*. Invited workshop member. ARI (U.S. Army Research Institute for the Behavioral and Social Sciences) Science of Human Measures Workshop, Newport News, VA.
- Kligyte, V., Waples, E. P., Marcy, R. T., Sevier, S. T., & Mumford, M. D. (2008, April). *Sensemaking and ethics: A new method for training R&D*. Interactive poster presentation at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Kligyte, V., Marcy, R.T., Sevier, S., Godfrey, E., Mumford, M.D., Foster, M., & Hougen, D. (2006, October). *Development and Evaluation of a Work Practices Approach for Ethics Education in Science and Engineering*. Paper presented at the meetings of the Collaborative Adaptive Sensing of the Atmosphere, Boulder, CO.

e. Other Research Activities:

Peer Review Activities:

- Invited reviewer for *Administrative Sciences* (2017)
- Invited reviewer for master's thesis for Royal Roads University (2016)
- Invited reviewer for *International Journal of Public Leadership* (2016)
- Invited reviewer for proposals for Division 19 (Military Psychology) APA Conference Program (2016)
- Invited reviewer for *Politics and Governance* (2016)
- Invited reviewer for special issue of *Administration & Society* (2013)
- Invited reviewer for special issue of *Military Psychology* (2012)
- Invited reviewer for special issue of *Journal of African Business* (2011)
- Invited reviewer for special issue (Leadership Development Evaluation) of *Leadership Quarterly* (2009)

Invited Roundtable:

Marcy, R.T. (2017, April). *Roundtable: Rightwing Critics of American Conservatism*. Invited panelist at Western Political Science Association Conference 2017. Vancouver, B.C.

Marcy, R. T. (2011, June). *Between Variables of Crisis and Long-Term Certainty: Improving the Identification of Emergent Turbulence in Public Organizations*. Invited workshop member and paper presented for Working Group 3 ("The forms, processes, tools, techniques and technologies of strategic management in and of public organizations and services"). 7th TAD (Transatlantic Dialogue) on the Strategic Management of Public Organizations. Newark, NJ.

Marcy, R. T. (2009, May). *Mental Agility*. Invited roundtable member. ARI (U.S. Army Research Institute for the Behavioral and Social Sciences) Science of Human Measures Workshop, Newport News, VA.

Research in Progress:

Leadership of Socio-Political Vanguard: A Review and Future Directions (proposal accepted for 2020 Leadership Quarterly Yearly Review issue)

Leadership Senselocking (proposal submitted as part of 2019 SSHRC Insight Grant application)

Contradictions In Public Sector Leadership Development: Taking Stock And Looking Ahead (revise and submit for Public Performance & Management Review)

f. Professional Activities (consulting engagements, presentations, etc.):

- Advisor – Specialisterne, March 2011 – March 2013
- Strategic Planning Workshop – *Yukon Government*, February 9-13, 2010
- Creative Problem-Solving Workshop – *BC Public Service, Kamloops*, March 12, 2010
- Creative Problem-Solving Workshop – *BC Public Service, Prince George*, March 17, 2010

8. TEACHING DUTIES AT THE UNIVERSITY OF VICTORIA

a. Courses Taught:

Course No.	Unit Value	Enrolment	Teaching Assistance
2018 – ADMN 409 (OL)	1.5	12	No
2018 – ADMN 507 (OL)	1.5	25	No
2017 – ADMN 312 (OL)	1.5	25	No

2017 – ADMN 577 (OL)	1.5	24	No
2016 – PADR 504	1.5	33	No
2016 – ADMN 312 (OL)	1.5	22	No
2016 – ADMN 507 (OL)	1.5	10	No
2015 – PADR 504	1.5	35	No
2015 – MACD 510	1.5	17	No
2015 – ADMN 507 (OL)	1.5	23	No
2015 – ADMN 507 (OL)	1.5	22	No
2014 – ADMN 507	1.5	19	No
2014 – MACD 510	1.5	11	No
2013 – ADMN 507 (OL)	1.5	27	No
2013 – ADMN 507 (OL)	1.5	21	No
2013 – ADMN 507	1.5	29	No
2013 – ADMN 312 (OL)	1.5	22	No
2012 – ADMN 507 (OL)	1.5	19	No
2012 – ADMN 507 (OL)	1.5	17	No
2012 – ADMN 507	1.5	26	No
2012 – ADMN 530 (OL)	1.5	11	No
2011 – ADMN 507 (OL)	1.5	23	No
2011 – ADMN 507B(OL)	0.0	2	No
2011 – ADMN 577 (OL)	1.5	16	No
2011 – ADMN577A(OL)	0.0	9	No
2011 – ADMN 507	1.5	21	No
2011 – ADMN 312 (OL)	1.5	21	No
2011 – MACD 502 (OL)	.5	26	No
2010 – ADMN 312	1.5	3	No
2010 – MACD 502 (OL)	0.5	22	No
2010 – ADMN 698	0.0	1	No
2010 – ADMN 507 (OL)	1.5	23	No
2010 – ADMN 507B (OL)	0.0	1	No
2009 – ADMN 607	1.5	4	No

b. Graduate Study Supervision:

Year	Student	Degree	Role*	Topic	Status
2019	Vittorio Cheli	MPA	1	Organizational Behaviour	Ongoing
2019	Ashley Haughton	MPA	1	Organizational Behaviour	Ongoing
2019	Heather Allaby	MPA	1	Organizational Behaviour	Ongoing
2019	Melinda Noyes	MACD	1	Organizational Behaviour	Ongoing
2019	Vnit Nath	MPA	1	Organizational Behaviour	Ongoing
2018	Grace Montemurro	MPA	3	Organizational Behaviour	Completed
2018	Adrienne Dunsmore	MPA	2	Organizational Behaviour	Completed
2018	Tanya Valois	MPA	3	Organizational Behaviour	Completed
2018	Paul Radford	MPA	3	Organizational Behaviour	Completed
2018	Nicole Norman	MPA	3	Policy	Completed
2018	Karen Hakkarainen	MPA	3	Organizational Behaviour	Completed
2018	Mark Perry	MPA	3	Organizational Behaviour	Completed
2018	Nicole Lee	MPA	3	Organizational Behaviour	Completed
2018	Anne Lacoursiere	MPA	3	Organizational Behaviour	Completed
2018	Teresa Boettcher	MPA	3	Organizational Behaviour	Completed
2018	Karen Hira	MPA	3	Organizational Behaviour	Completed
2017	Michelle Murphy	MPA	1	Organizational Behaviour	Completed
2017	Chelsea Mossey	MPA	3	Organizational Behaviour	Completed
2017	Darin Wong	MPA	1	Organizational Behaviour	Completed
2017	Nasrin Himani	MPA	3	Organizational Behaviour	Completed
2017	Miriam Wilson	MPA	3	Organizational Behaviour	Completed
2017	Ki McKechnie	MPA	3	Organizational Behaviour	Completed
2017	David Bodrug	MPA	3	Organizational Behaviour	Completed
2017	Bozhidar Yordanov	MPA	3	Organizational Behaviour	Completed
2017	Clark Lundeen	MPA	3	Organizational Behaviour	Completed
2016	Joann Berekoff	MPA	1	Organizational Behaviour	Completed
2016	Andrew Kerr	MADR	1	Restorative Justice	Completed

2016	Sandeepinder Dhaliwal	MPA	1	Organizational Behaviour	Completed
2016	Whaley Armitage	MPA	1	Organizational Behaviour	Completed
2016	Jessica Savarie	MPA	1	Organizational Behaviour	Completed
2016	Dorothy Shermer	MPA	1	Organizational Behaviour	Completed
2016	Charlene Eden	MACD	1	Organizational Behaviour	Completed
2016	Brianne Boehm	MPA	2	Policy	Completed
2016	Jane Harley	MPA	2	Asset Management	Completed
2016	Erica Baker-Tinsley	MACD	2	Organizational Behaviour	Completed
2016	Terry Deakin	MACD	2	Organizational Behaviour	Completed
2016	Maria Luisa Johnston	MPA	2	Asset Management	Completed
2016	Rickie Lee Doyle	MPA	2	Organizational Behaviour	Completed
2016	Kimberly Spicer	MPA	2	Organizational Behaviour	Completed
2016	Jaime Pinzon II	MPA	3	Performance Measurement	Completed
2016	Robyn Joyce	MPA	3	Needs Assessment	Completed
2016	Robin Malafry	MPA	3	Evaluation Policy	Completed
2016	Amie Foster	MPA	3	Privacy Management	Completed
2016	Kelly Aarts	MADR	3	Evaluation Policy	Completed
2015	Meghan Fodor	MPA	1	Organizational Behaviour	Completed
2015	Patricia Hajdu	MPA	1	Organizational Behaviour	Completed
2015	Sarah Mann	MPA	1	Organizational Behaviour	Completed
2015	Erin Turner	MPA	1	Organizational Behaviour	Completed
2015	Robert Richardson	MPA	1	Organizational Behaviour	Completed
2015	Shelahna Poole	MPA	1	Organizational Behaviour	Completed
2015	Andrea Adams	MPA	1	Organizational Behaviour	Completed
2015	Rebecca Middleton	MPA	1	Organizational Behaviour	Completed
2015	Lisa O'Reilly	MPA	2	Organizational Behaviour	Completed
2015	Liv Brekke	MPA	2	Space Management	Completed
2015	Lucie Honey-Ray	MACD	2	Organizational Behaviour	Completed
2015	Avery Kelly	MPA	3	Aboriginal Language	Completed
2015	Keith Preston	MPA	3	Tax Policy	Completed
2015	Linda Love	MPA	3	Environmental Policy	Completed
2015	Jonathan Holder	MPA	3	Defense Policy	Completed
2015	Suzanne Mukai	MPA	3	Evaluation	Completed
2015	Amy Law	MPA	3	Environmental Policy	Completed
2015	William King	MADR	3	Educational Policy	Completed
2014	Clara Tsim	MPA	1	Organizational Behaviour	Completed
2014	Sean Terrillon	MPA	1	Organizational Behaviour	Completed
2014	Dane Mason	MPA	2	Organizational Behaviour	Completed
2014	James Atfield	MPA	2	Organizational Behaviour	Completed
2014	Isabelle Couture	MPA	2	Organizational Behaviour	Completed
2014	Michael Suraci	MPA	2	Organizational Behaviour	Completed
2014	Debbie Biring	MPA	2	Organizational Behaviour	Completed
2014	Amelia Quintanilla	MPA	3	Organizational Behaviour	Completed
2014	Allison Bishop	MADR	3	Organizational Behaviour	Completed
2014	Chantal Beaudry	MPA	3	Organizational Behaviour	Completed
2014	Wade Abbott	MPA	3	Organizational Behaviour	Completed
2014	Maja Rusinowska	MPA	3	Organizational Behaviour	Completed
2014	Tine Lathouwers	MPA	3	Organizational Behaviour	Completed
2014	Jake Tynan	MPA	3	Organizational Behaviour	Completed
2013	Drew McNaughton	MPA	1	Organizational Behaviour	Completed
2013	Rachelle Mandel	MPA	1	Organizational Behaviour	Completed
2013	Heather Adel	MPA	1	Organizational Behaviour	Completed
2013	Aiden Ryan	MPA	1	Organizational Behaviour	Completed
2013	Jennifer Costello	MPA	1	Organizational Behaviour	Completed
2013	Eliot Gonzalez	MPA	1	Organizational Behaviour	Completed
2013	Kelly Donald	MADR	2	Organizational Behaviour	Completed
2013	Jonathan Schmid	MADR	2	Organizational Behaviour	Completed
2013	Graeme Scott	MPA	2	Organizational Behaviour	Completed
2013	Jennifer Foster	MPA	2	Organizational Behaviour	Completed
2013	Ritu Vinluan	MPA	2	Organizational Behaviour	Completed
2013	Amanda Thomson	MPA	3	Records Management	Completed
2013	Lisa Sadler	MACD	3	Education & Policy	Completed

2013	Stephanie Taylor	MPA	3	Human Health Policy	Completed
2013	Danielle Hubbert	MPA	3	Environmental Policy	Completed
2013	Mary Chu	MPA	3	Human Health Policy	Completed
2013	Shelleza Hussain	MPA	3	Human Health Policy	Completed
2013	Barbara West	MACD	3	Community Development	Completed
2012	Michael Morgan	MPA	1	Organizational Behaviour	Completed
2012	Morgan Beach	MPA	2	Technology and Policy	Completed
2012	Bruce Dayman	MPA	2	Human Health Policy	Completed
2012	Anita Mlinar	MPA	3	Organizational Behaviour	Completed
2012	Drew Clairmont	MPA	3	Human Health Policy	Completed
2012	Tanissa Martindale	MADR	3	Organizational Behaviour	Completed
2012	Kathryn Snow	MPA	3	Social Services	Completed
2012	Sukhpreet Sidhu	MPA	3	Organizational Behaviour	Completed
2011	Laura Rock	MPA	1	Organizational Behaviour	Completed
2011	Helen Treadwell	MPA	1	Organizational Behaviour	Completed
2011	Lisa Federspiel	MPA	2	Organizational Behaviour	Completed
2011	David Jan Van Ommen	MPA	3	Organizational Behaviour	Completed
2011	Jason Bradley Tan	MPA	3	Organizational Behaviour	Completed
2011	Scott Anthony Thompson	MPA	3	Police & Security Issues	Completed
2011	Jolie Yue Quen Wang	MPA	3	Organizational Behaviour	Completed
2011	Lyndon Lloyde Oliver Simmons	MPA	3	Organizational Behaviour	Completed
2011	Mitchell Sheldon Rowe	MPA	3	Human Health Policy	Completed
2011	Erika Gunn	MPA	3	Organizational Behaviour	Completed
2011	Carla Marie Bortoletto	MPA	3	Child & Family Policy	Completed
2010	Jo-Ann Carol Munn Gafuik	MPA	2	Organizational Behaviour	Completed
2010	Jan Vermeulen	MPA	2	Environmental Policy	Completed
2010	Emilie Anne Marie Hillier	MPA	2	Organizational Behaviour	Completed
2010	Stephen William Kearsey	MPA	2	Organizational Behaviour	Completed
2010	Danielle Marie-Louise Figura	MPA	2	Employment and Immigration	Completed
2010	Stephen Lawrence Bergen	MPA	2	Organizational Behaviour	Completed
2010	James William Hepburn	MPA	2	Organizational Behaviour	Completed
2010	Fiona MacRaild	MPA	3	Environmental Policy	Completed
2010	Teresa Marie Butler	MPA	3	Child & Family Policy	Completed
2010	Peter Desmond Lane	MPA	3	Police & Security Issues	Completed
2010	Jasun Jerry Fox	MPA	3	Environmental Policy	Completed
2010	Pamela Ann Kachafanas	MPA	3	Social Services	Completed
2010	Mira Caitlin Brownrigg	MPA	3	Environmental Policy	Completed
2010	Sean Keith Wiseman	MPA	3	Organizational Behaviour	Completed
2010	Krista Jean Hilge	MPA	3	Economic Diversification	Completed
2010	Ross Edward Coupe	MPA	3	Organizational Behaviour	Completed
2009	Josh Krushell	MPA	3	Organizational Behaviour	Completed

* 1 – Supervisor of Student, 2 – Member of Supervisory Committee, 3 – Chair

c. Guest Lectures: Lecture on teamwork for the ADMN 502a: Research Design: Critical Appraisal of Information

9. ADMINISTRATIVE ACTIVITIES

a. University and Faculty Committees:

2018 – present Member – Senate (Faculty of Human and Social Development)

2018 - present Member – Senate Sub-Committee on Libraries

2018 – present Member – HSD Canada Research Chair (CRC) in Wholistic Dimensions of Indigenous Wellness (WDIW) search committee

2009 – present Member – Faculty of Graduate Studies

2016 – 2017 Member – Internal Research/Creative Project Grant Evaluation Committee

b. Department Committees and Responsibilities:

2015 – present	Chair – Curriculum & Staffing committee
2010 – present	Member – MPA On-campus/Online Admissions committees
2011 – present	Advisor – MPA Teamwork
2019 – 2020	Member – SPA Ph.D. Working Group committee (Chair: Evert Lindquist)
2019 – 2020	Member – SPA Theses Working Group committee (Chair: Kim Speers)
2018 – 2019	Member – HSD CRC in Wholistic Dimensions of Indigenous Wellness selection committee
2015 – 2016	Team Co-Lead – Summer Semester Integrative Case Study
2014 – 2015	Team Lead – Summer Semester Integrative Case Study
2014 – 2015	Team Lead – Summer Curriculum Re-Design
2013 – 2017	Member – Graduate Certificate and Graduate Diploma in <i>Evaluation</i> Admissions committee
2012 – 2015	Member/Chair – SPA Innovation Group
2009 – 2012	Chair – GPC Admissions committee
2010	Member – ARPT (Appointment, Reappointment, Tenure, or Promotion) Committee with Herman Bakvis, Jim McDavid, Rebecca Warburton, and Cosmo Howard
2009	Member – ARPT (Appointment, Reappointment, Tenure, or Promotion) Committee with Jim McDavid, Lynda Gagne, and Evert Lindquist
2009	MPAS Community/Caucus Involvement with Evert Lindquist

10. OTHER INFORMATION / ACTIVITIES

- a. **Certifications:**
- Certified CCL Leader Development Assessor, *Center for Creative Leadership*, Greensboro, NC, USA
 - Certified Skills Analyst, *SkillsNET Corporation*, Waxahachie, TX, USA
- b. **Research Grants:**
- 2014-2019 CUPP (Canadian University Presidents Project)
 - 2018-19 SSHR IRCPG Institutional Grant
 - 2018 SSHRC Insight Grant (*applied* – results pending)
 - Fall 2011, CTV News, 'Bonuses and Incentive Pay in Government'.
- c. **Media Interviews:**

11. REFERENCES:

Michael D. Mumford, Ph.D.
Director (Center for Applied Social Research); Senior Editor (Leadership Quarterly)
Psychology Dept.
455 W. Lindsey, Room 738
University of Oklahoma
Norman, OK 73019-2007
Phone: 405-325-5583
Email: mmumford@ou.edu

Ellen Van Velsor, Ph.D.
Senior Fellow, Research & Innovation
Center for Creative Leadership
1 Leadership Place
Greensboro, NC 27410
Phone: 336-286-4433
Email: vanvelsor@ccl.org

Jorge L. Mendoza, Ph.D.
Dean, Psychology Dept.
455 W. Lindsey, Room 738
University of Oklahoma
Norman, OK 73019-2007
Phone: 405-325-4568
Email: jmendoza@psychology.ou.edu

Dean F. Hougen, Ph.D.
Associate Professor
Computer Science Dept.
200 Felger Street, Room 144
University of Oklahoma
Norman, OK 73019-6151
Phone: 405-325-3150
Email: hougen@ou.edu