

CHRIS JOHN SABLYNSKI, PH.D.

CURRICULUM VITAE

CONTACT INFORMATION

Associate Professor of Management
Eberhardt School of Business
University of the Pacific
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EDUCATION

- Ph.D.* Human Resource Management and Organizational Behavior
University of Washington - Foster School of Business, Seattle, WA (2002)
- M.S.* Industrial / Organizational Psychology
San Francisco State University, San Francisco, CA (1996)
- B.S.* Business Administration, Management
University of Florida – Warrington College of Business Administration,
Gainesville, FL (1986)
- **Seminar* 2006 “*The Art and Craft of Discussion Leadership*”
Harvard Business School, Cambridge, MA, June, 2006

ACADEMIC EMPLOYMENT

University of the Pacific, Stockton, CA August 2009-Present

- Associate Professor, Eberhardt School of Business (ESB) - ***tenure granted in Spring of 2012***
- Recipient of **ten (10)** ESB teaching awards and **one** mentorship award within the Eberhardt School of Business

Sacramento State University, Sacramento, CA August 2002-August 2009

- Associate Professor (***tenure granted in Spring of 2008***), Department of Organizational Behavior and Environment, College of Business Administration (2006-2009)
- Assistant Professor, Department of Organizational Behavior and Environment, College of Business Administration (2002-2006)
- Recipient of two (2) teaching awards (2005 & 2007)

- Received *early promotion* from Assistant to Associate Professor in Spring of 2006

University of Washington, Seattle, WA

January 1998-August 2002

- Teaching Assistant (Full control over two undergraduate business courses per academic year during Ph.D. program)
- Recipient of the *Ph.D. Program Teaching Award* 2000-2001

AWARDS & ACCOMPLISHMENTS (in reverse chronological order)

- 1) Awarded the “*Graduating Seniors Faculty Recognition Award*” 2019-2020 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2020)
- 2) Awarded the “*Graduating Seniors Faculty Recognition Award*” 2018-2019 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2019)
- 3) Awarded the “*Graduating Seniors Faculty Recognition Award*” 2017-2018 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2018).
- 4) Awarded the “*Graduating Seniors Faculty Recognition Award*” 2015-2016 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2016).
- 5) Awarded the “*Graduating Seniors Faculty Recognition Award*” (co-recipient with Dr. Vusal Emenli, Assistant Professor of Finance) 2014-2015 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2015).
- 6) Awarded the “*MBA Faculty Recognition Award*” (co-recipient with Dr. Dara Szyliowicz) for outstanding teaching by the 2014 University of the Pacific Eberhardt School of Business’s MBA cohort (December, 2014).
- 7) Awarded the “*Graduating Seniors Faculty Recognition Award*” 2013-2014 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2014).
- 8) Nominated and inducted into *Phi Kappa Phi* Honor Society, (April, 2013).
- 9) Awarded the “*Graduating Seniors Faculty Recognition Award*” 2012-2013 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2013).
- 10) Awarded the “*Faculty-Mentor*” 2011-2012 award by the University of the Pacific’s Alumni Association (June, 2012).

- 11) Awarded the “**Graduating Seniors Faculty Recognition Award**” 2011-2012 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2012).
- 12) Granted *tenure* (April, 2012) at the University of the Pacific, Eberhardt School of Business.
- 13) Awarded the “**Graduating Seniors Faculty Recognition Award**” 2010-2011 for outstanding teaching by the University of the Pacific’s Eberhardt School of Business graduating seniors (May, 2011).
- 14) Selected to receive a 2011 *University of the Pacific Innovation Grant* for creating a campus-wide formal mediation service for Pacific students (along with Professor Laurie Lichter-Heath of the Eberhardt School of Business, April, 2011).
- 15) Selected as a faculty member of *Delta Sigma Pi* – a professional fraternity organized to foster the study of business in universities (April, 2011).
- 16) Recipient of a University of the Pacific’s Center for Social and Emotional Competence 2009-2010 Research Grant.
- 17) Research on job embeddedness recognized internationally by The Association to Advance Collegiate Schools of Business (**AACSB**) as having significant, “...impact on practice or policy” in the study of employee turnover (2008).
- 18) Research on job embeddedness highlighted in the Society of Human Resource Management’s (**SHRM**) publication, “Retaining Talent: A Guide to Analyzing and Managing Employee Turnover” (2008).
- 19) Research on employee turnover received the 2008 Emerald Literati Network “**Highly Commended**” paper award.
- 20) Appointed Visiting Professor, Fall Semester 2008, Eberhardt School of Business, University of the Pacific, Stockton, CA.
- 21) Recipient of Sacramento State University, College of Business Administration’s **Outstanding Teacher Award 2006-2007** (Note: Selected out of 90 full-time faculty members).
- 22) Recipient of Sacramento State University, College of Business Administration’s **Outstanding Teacher Award 2004-2005** (Note: Selected out of 90 full-time faculty members).
- 23) Received *early promotion* from Assistant Professor to Associate Professor after only *four* years.
- 24) Recipient of the University of Washington’s Foster School of Business **Ph.D. Program Teaching Award, 2000-2001**. (Note: Selected out of 21 Ph.D. students teaching undergraduate business courses).
- 25) Finalist for the Sacramento Area Human Resources Association’s (SAHRA) **Professional Excellence in HR Management Award 2004**.

- 26) Recipient of the Sacramento State University, College of Business Administration Dean's Research Grant, Spring Semester, 2005.
- 27) Co-Recipient of the 2003-2004 Sacramento State University Research and Creative Activity Award.
- 28) Recipient of the Sacramento State University, College of Business Administration Dean's Research Grant, Spring Semester, 2003.
- 29) Recipient of the Sacramento State University, College of Business Administration Dean's Research Grant, Fall Semester, 2002.
- 30) Recipient of the Evert McAbe Fellowship, University of Washington Foster School of Business 2001, 2002.
- 31) Psi Chi - National Psychology Honor Society (inducted in 1996, San Francisco State University).

PEER-REVIEWED JOURNAL PUBLICATIONS

1. Carlston, B., W., Szyliowicz, D. Ouyang, W. & Sablynski, C.J. (2018). Student Investment Fund: AACSB and Experiential Learning, Using An Alumni Perspective. *Business Education Innovation Journal*, 10, 2, p. 128-136
2. Erskine, L. & Sablynski, C.J. (2016). The Pacific Production Game: A multidimensional teaching tool using Lego® bricks. *Management Teaching Review*, 1, 4, p. 252-262.
3. Seal, C.R., Hargis, J., Killick, L., McNair, D.E., Sablynski, C.J., Sun, H. Kitchen, D. Carbonatto, G. Yao, Y. (2013). Celebrate teaching and learning: A SoTL symposium at the University of the Pacific. *MountainRise: The International Journal of the Scholarship of Teaching and Learning*, v.8, 1-40.
4. Wheeler, A.R., Harris, K.J. & Sablynski, C.J. (2012). How do employees invest abundant resources? The mediating role of work effort in the job embeddedness – performance relationship. *Journal of Applied Social Psychology*, 42, p. e244-e266.
5. Wright, C.W., Sablynski, C.J., Manson, T. & Oshiro, S. (2012). Why are manhole covers round? A laboratory study of reactions to puzzle interviews. *Journal of Applied Social Psychology*, 42, 11, p. 2834-2857.
6. Kuroyama, J., Wright, C.W., Manson, T.M., & Sablynski, C.J. (2010). The effect of warning against faking on biodata test outcomes: A field study of bus operator applicants. *Applied HRM Research*, 12, 1, p. 59-74.
7. Burton, J.P., Holtom, B.C., Sablynski, C.J., Mitchell, T.R., & Lee, T.W. (2010). The buffering effects of job embeddedness on negative shocks. *Journal of Vocational Behavior*, 76, p. 42–51.

8. Sekiguchi, T., Burton, J.P., & Sablynski, C.J. (2008). The role of job embeddedness on employee performance: The interactive effects with leader-member exchange and organization-based self-esteem. *Personnel Psychology*, 61, 761-792.
9. Wright, C.W. & Sablynski, C.J. (2008). Procedural justice, mood, and pro-social personality influence on organizational citizenship behavior. *North American Journal of Psychology*, 10, 297-412.
10. Burton, J.P., Sablynski, C.J., & Sekiguchi, T. (2008). Linking justice, performance, and citizenship via leader-member exchange. *Journal of Business and Psychology*, 23, 51-61.
11. Honer, J., Wright, C.W., & Sablynski (2007). Puzzle interviews: What are they and what do they measure? *Applied HRM Research*, 11, 79-96.
12. Wheeler, A.R., Brouer, R., Gallagher, V., & Sablynski, C.J., (2007). When P-O (mis)fit and (dis)satisfaction lead to turnover: The moderating role of perceived job mobility. *Journal of Managerial Psychology*, 22, 203-219.
13. Wheeler, A.R., Tokman, M., Richey, R.G., & Sablynski, C.J. (2006). Retaining employees for service competency: The role of corporate brand identity. *Journal of Brand Management*, 14, 96-113.
14. Legorreta, L., Kelley, C., & Sablynski, C.J. (2006). Linking faculty development to the business school's mission. *Journal of Education for Business*, 82, 3-10.
15. James, L.R., McIntyre, M.D., Glisson, C.A., Green, P.D., Patton, T.W., LeBreton, J.M., Sablynski, C.J., Mitchell, T.R., & Williams, L.J. (2005). Conditional reasoning: An efficient, indirect method for assessing aggression. *Organizational Research Methods*, 8: 69-99.
16. Lee, T.W., Mitchell, T.R., Sablynski, C.J, Burton, J.P. & Holtom, B. (2004). The effects of job embeddedness on organizational citizenship, volitional absences and voluntary turnover. *Academy of Management Journal*, 47: 711-722.
17. Mitchell, T.R., Holtom, B.C., Lee, T.W., Sablynski, C.J., & Erez, M. (2001). Why people stay: Using job embeddedness to predict voluntary turnover. *Academy of Management Journal*, 44: 1102-1121.
18. Lee, T.W., Mitchell, T.R., & Sablynski, C. J. (1999). Qualitative research in organizational and vocational psychology, 1979-1999. *Journal of Vocational Behavior*, 55, 161-187.

CONFERENCE PROCEEDINGS

1. Sablynski, C.J. (2014). Job embeddedness and enthusiastic stayers: Management consulting strategies for employee retention. Paper presented at the 2014 Academy of Management annual conference, Philadelphia, PA, August. *Published in the 2014 Proceedings of the Academy of Management Conference – Management Consulting Division.*
2. Wheeler, A.R. & Sablynski, C.J. (2011). I am embedded, please get me out of here: The moderating role of embeddedness on the emotional exhaustion – turnover relationship. Paper presented at the

2011 Southern Management Association annual conference, Savannah, GA, November. ***Published in the 2011 Proceedings of the Southern Management Association – Organizational Behavior Division.***

3. Wheeler, A.R., Harris, K.J. & Sablynski, C.J. (2010). Investing abundant resources through work effort in the job embeddedness-performance relationship. Paper presented at the *2010 Academy of Management* annual conference, Montreal, Canada, August. ***Published in the 2010 Proceedings of the Academy of Management Conference - Organizational Behavior Division.***
4. Kelley, C.A., Legorreta, L., & Sablynski, C.J. (2005). Linking faculty development to college goals and student learning outcomes. Paper presented at the ***Published in the 2005 Proceedings of the Marketing Educators' Association annual conference***, La Jolla, CA.
5. Yao, X., Mitchell, T.R., Lee, T.W., Burton, J.P., Holtom, B.C., & Sablynski, C.J. Job Embeddedness: Construct comparison and methodological issues. ***2002 Hawaii International Conference on Business. Published in the Proceedings.***

EDITED BOOK CHAPTERS

1. Yao, X., Lee, T.W., Mitchell, T.R., Burton, J.P., & Sablynski, C.J. (2003) Job embeddedness: Current research and future directions. In R. Griffeth and P. Hom's (Eds.), ***Innovative Theory and Empirical Research on Employee Turnover***, 153-187. Greenwich, CT: Information Age.
2. Sablynski, C.J., Lee, T.W., Mitchell, T.R., Burton, J.P., & Holtom, B. (2002). Turnover: An integration of Lee and Mitchell's unfolding model and job embeddedness construct with Hulin's withdrawal construct. In J. Brett & F. Drasgow (Eds.), ***Psychology of work: Theoretically based empirical research***. Mahwah, NJ: Lawrence Erlbaum Associates.

PEER-REVIEWED CONFERENCE PAPERS, POSTERS, AND PRESENTATIONS

1. Sablynski, C.J. WPA 2020 – Give and Take: Peer coaching conversations in leadership development. ***2020 Western Psychological Association***. Note: Conference rescheduled from April 2020 to October 2020 in SF.
2. Sablynski, C.J. and Wright, C.W. Exploring the relationship between resistance to organizational change and job embeddedness. Presented at the ***2019 Western Psychological Association***, Pasadena, CA.
3. Sablynski, C.J., Farrah, T., & Wright, C.W. "Pay me and I'll stay!" The relationship between income and job embeddedness. Presented at the ***2018 Western Psychological Association***, Portland, OR.
4. Wright, C., Sablynski, C.J., Yang, R., King, M. Kaur, R. Wear, H., Hale, W. The influence of technological artifacts on asynchronous video interview performance. Poster presented at the ***2018 Western Psychological Association***, Portland, OR.
5. Sablynski, C.J. Exploring context in job embeddedness: The role of industry and reasons for staying. Paper presented at the ***2017 Academy of Management Conference***, Atlanta, GA.

6. Sablynski, C.J. and Wright, C.W. Exploring the relationship between leadership style, job embeddedness, and gender. Presented at the **2017 Western Psychological Association**, Sacramento, CA.
7. Sablynski, C.J., Wright, C.W., & Larkin, A. Feeling Stuck? Exploring the Six Sub-dimensions of Job Embeddedness. Poster presented at the **2016 Western Psychological Association** annual conference, Long Beach, CA.
8. Sablynski, C.J. and Wright, C.W. Let's make a deal: Idiosyncratic deals and job embeddedness. Poster presented at the **2015 Western Psychological Association** annual conference, Las Vegas, NV.
9. Sablynski, C.J., Wright, C.W., & Takagaki, L. Focused retention efforts: Age differences in job embeddedness. Presented at the **2015 Western Psychological Association** annual conference. Las Vegas, NV.
10. Sablynski, C.J. Job embeddedness and enthusiastic stayers: management consulting strategies for employee retention. Paper presented at the **2014 Academy of Management** annual conference, Philadelphia, PA, August.
11. Sablynski, C.J. Reluctant stayers: An examination of organizational and community job embeddedness. Paper presented at the **2014 International Congress of Applied Psychology**, Paris, France, July.
12. Tooch, E., Wright, C.W., & Sablynski, C.J. Social network "personality" impacts employee selection decisions. Paper presented at the **2014 Association for Psychological Science** annual conference, SF, CA, May.
13. Tooch, E., Wright, C.W., & Sablynski, C.J. The impact of social network personality on employee selection decisions. Poster presented at the **2013 Western Psychological Association's** annual conference, Reno, NV, April.
14. Sablynski, C.J. & Wright, C.W. The effect of job embeddedness and stress on turnover intentions. Presented at the **2012 Western Psychological Association's** annual conference, San Francisco, CA, April.
15. Sablynski, C.J., Brock, S., Daley, B.P, Fusco, C., Hixson, J., & Wojda, S. Help! I'm stuck! Exploring the downside of job embeddedness. Presented at the **2012 Western Psychological Association's** annual conference, San Francisco, CA, April.
16. Sablynski, C.J. & Wright, C.W. Developing employer branding strategies through a job embeddedness framework. Paper presented at the **2012 Western Academy of Management** annual conference, La Jolla, CA, March.
17. Sablynski, C.J., Naumann, S., & Seal, C. (Organizer and Presenter). Incorporating a team activity into university-wide learning goals via the Pacific Production Game. Professional Development Workshop presented at the **2011 Academy of Management** annual conference, San Antonio, TX, August.

18. Sablynski, C.J. & Wright, C.W. The relationship between job embeddedness, organizational culture and organizational politics. Paper presented at the **2011 Western Psychological Association** annual conference, Los Angeles, CA, April. *Note: I was also the Chair of this session.*
19. Sablynski, C.J. (Organizer & Presenter along with over 12 colleagues). Business school centers: Best practices and lessons learned in their start-up, development, maintenance, and reinvigoration. Professional Development Workshop presented at the **2010 Academy of Management** annual conference, Montreal, Canada, August.
20. Sablynski, C.J. The role of emotional intelligence in public sector leadership development. Paper presented at the **2010 International Association for Chinese Management Research** conference, Shanghai, China, June.
21. Sablynski, C.J., Wright, C.W., Galli, B. The interactive effects of job embeddedness and mentoring on turnover. Paper presented at the **2010 Western Psychological Association** annual conference, Cancun, Mexico, April.
22. Wheeler, A.R., Halbesleben, J.R.B., & Sablynski, C.J. The moderating role of POPS in the job embeddedness-job performance relationship. Paper presented at the **2008 Academy of Management** annual conference, Anaheim, CA, August.
23. Sekiguchi, T., Burton, J.P., & Sablynski, C.J. The interactive effects of job embeddedness, LMX and organization-based self-esteem on productivity. Paper presented at the **2007 Academy of Management** annual conference, Philadelphia, PA, August.
24. Brouer, R.L., Gallagher, V.C., & Sablynski, C.J. Effects of politics and fit on job satisfaction: The role of political skill as a moderator. Paper presented at the **2007 Academy of Management** annual conference, Philadelphia, PA, August.
25. Wheeler, A.R., Brouer, R.L., Gallagher, V.C., & Sablynski, C.J. Outcomes of multidimensional misfit: An empirical test of theoretical model. Paper presented at the **2007 Academy of Management** annual conference, Philadelphia, PA, August.
26. Hernez-Broome, G.R. (Chair), Sablynski, C.J., Smith, A.E., Capin, M., Chen, P.Y., Wilson, C.L., Huang, Y.H.E., Cook, K.W., Wright, C.W. Let's focus on focus groups: Best practices and case studies. Practice forum presented at the **2007 Society of Industrial and Organizational Psychology**, NY, NY, April.
27. Huang, Y.H.E., Chen, P.Y., Chen, J.C., DeArmond, S., Cigularov, K. & Sablynski, C.J. Safety climate and shift work on injury: A multi-level analysis. Paper presented at the **2007 Society of Industrial and Organizational Psychology**, NY, NY, April.
28. Wright, C.W., Sablynski, C.J., Oshiro, S., Velez, P., & Huang, Y.H.E. Why are manhole covers round? Applicant reactions to puzzle interviews. Paper presented at the **2007 American Psychological Association** Annual Conference, San Francisco, CA, August.
29. Huang, Y.H.E, Chen, P., DeArmond, S., & Sablynski, C.J. Financial executives' perceptions of workplace safety: A comparison between mid-size and large-size companies. Paper presented at the

2007 XIIIth European Congress of Work and Organizational Psychology, Stockholm, Sweden, May.

30. Wright, C.W. & Sablynski, C.J. Effects of procedural justice and mood on citizenship behavior. Paper presented at the **2007 Western Psychological Association** annual conference, Vancouver, BC, Canada, May.
31. Sablynski, C.J., Wright, C.W., & Burton, J.P. Exploring personality correlates of job embeddedness: Who gets embedded? Presented at the **2006 Western Psychological Association** annual conference, Palm Springs, CA, April.
32. Honer, J., Wright, C.W., & Sablynski, C.J. The structured puzzle interview: Measurement and utility issues. Presented at the **2006 Western Psychological Association** annual conference, Palm Springs, CA, April.
33. LeBreton, J.M., James, L.R., Frost, B., Ko, C.H.E., Minton, M., Sablynski, C.J., Mitchell, T.R., & Hanges, P.J. Bringing the implicit personality into I-O psychology. Presented at the **2006 Society for Industrial and Organizational Psychology**, Dallas, TX, May.
34. Wheeler, A.R., Sablynski, C.J., Harris, K., Thomas, C., & O'Neill, B. Knowledge, action and the public concern in the undergraduate classroom: Using HR research to develop the HR managers of tomorrow. Professional Development Workshop to be presented at the **2006 Academy of Management** annual conference, Atlanta, GA.
35. Sablynski, C.J., Wright, C.W., & Wheeler, A.R. Consulting strategies for employee retention: The role of effective human resource management and job embeddedness. Paper presented at the **2005 Academy of Management** annual conference, Honolulu, HI.
36. Wheeler, A.R., Richey, R.G., Tokman, M. & Sablynski, C.J. The influence of personality and organizational culture on perceptions of organizational brand image: Antecedents to employee retention. Paper presented at the **2005 Southern Management Association** annual conference, Charleston, SC.
37. Burton, J.P. & Sablynski, C.J., & Sekeguchi, T. Linking justice, performance and citizenship via leader-member exchange. Paper presented at the **2004 Academy of Management** annual conference, New Orleans, LA.
38. Sablynski, C.J. & Wright, C.W. Creating actionable knowledge: Deploying employer branding strategies. Paper presented at the **2004 Academy of Management** annual conference, New Orleans, LA.
39. Sablynski, C.J. The role of mentoring in the development of job embeddedness. An abstract of this paper was accepted by the **2004 International Western Academy of Management** annual conference, Shanghai, China.
40. Sablynski, C.J., Mitchell, T.R., & Lee, T.W. Third-party observers of workplace bullying: Causal attributions, anxiety, and avoidance. Paper presented at the **2003 Academy of Management** annual conference, Seattle, WA.

41. Hamill, L., Sablynski, C.J., & Suckow, K. “The Deal” at Microsoft: Implications for Employer Branding. Presented at the **2003 Society of Industrial and Organizational Psychology** annual conference, Orlando, FL.
42. Sablynski, C.J. Trust, support, and attractiveness: Potential employees’ perceptions of employment branding strategies. An abstract of this paper was presented at the **2003 Western Psychological Association** annual conference, Vancouver, BC, Canada.
43. Sablynski, C.J., Harris, J. & Esseln, D. Transformational leadership and job embeddedness: Implications for employee attachment. An abstract of this paper was presented at the **2003 Western Psychological Association** annual conference, Vancouver, BC, Canada.
44. Sablynski, C.J. Social effects of destructive leadership. **Showcase Symposium**. Presented at the **2002 Academy of Management** annual conference, Denver, CO.
45. Lee, T.W., Mitchell, T.R., Sablynski, C.J., Burton, J.P., & Holtom, B.C. Job embeddedness: A replication and extension. Paper presented at the annual **2002 Academy of Management** annual conference, Denver, CO.
46. Sablynski, C.J, Mitchell, T.R., James, L., & McIntyre, M. Identifying aggressive individuals via conditional reasoning: An experimental study. Paper presented at the **2001 Academy of Management** annual conference, Washington, DC.
47. Lee, T.W., Mitchell, T.R., Holtom, B., Erez, M., & Sablynski, C.J. The retention of employees: The role of embeddedness. Paper presented at the **1999 Academy of Management** annual conference, Chicago, IL.
48. Sablynski, C.J. & Lau, W.K. Perceived fairness and coping with organizational change: A correlational study. Paper presented at the **1997 Western Psychological Association**, annual convention, Seattle, WA.
49. Taylor, S., Lau, W.K., & Sablynski, C.J. Benchmarking Dilbert: Themes and implications of workplace humor. Paper presented at the **1997 Western Psychological Association**, Annual convention, Seattle, WA.
50. Sablynski, C.J. Examining environmental variables across differing organizational prototypes: A diagnostic study. Symposium presented at the **1996 Western Psychological Association**, annual convention, San Jose, CA.
51. Sablynski, C.J. Expressions of anger: The influence of personality and individual perceptions. Paper presented at the **1996 Western Psychological Association**, annual convention, San Jose, CA.

PROFESSIONAL PRESENTATIONS

1. Sablynski, C.J. Thinking Big: Large Scale Organizational Change. Presented to audit managers at **CA Franchise Tax Board**, Sacramento, CA, January 2016.

2. Sablynski, C.J. Building Leadership Effectiveness. Presented for the *Westgate Center for Leadership and Management Development*, Eberhardt School of Business, University of the Pacific, May, 2014, 2015, December 2017).
3. Sablynski, C.J. Building a Service Culture & Organizational Culture Change. Presented to executives at *a large health care provider* in Sacramento, CA, April 2014.
4. Sablynski, C.J. Leadership. Presented to managers of the *Bay Area Assessors Association Leader Academy*, Stockton, CA, July/August 2013.
5. Sablynski, C.J. Organizational Change. Presented to managers of the *Bay Area Assessors Association Leader Academy*, Stockton, CA, July/August 2013.
6. Sablynski, C.J. Organizational Culture Change. Presented to executives at *a large health care provider* in Sacramento, CA, April 2013.
7. Sablynski, C.J. Organizational Structure & Strategy. Presented to executives at *a large defense contractor* in Sacramento, CA, February, 2012.
8. Sablynski, C.J. Building Leadership Effectiveness. Presented for the *Westgate Center for Leadership and Management Development*, Eberhardt School of Business, University of the Pacific, May, 2011.
9. Sablynski, C.J. Management Fundamentals. Presented for the *Global Center of Social Entrepreneurship*, University of the Pacific, March 2011.
10. Sablynski, C.J. Negotiation strategies. Presented to managers in the *Franchise Tax Board's Management Development Program*, Sacramento, CA, January, 2011.
11. Sablynski, C.J. Change management. Presented to senior managers within *Employment Development Department*, Sacramento, CA, February 2010 (Part 1) & August, 2010 (Part 2)
12. Sablynski, C.J. Delegation skills. Presented to *Kappa Alpha Theta* sorority, University of the Pacific, April, 2010.
13. Wright, C.W. & Sablynski, C.J. New advances in job embeddedness and job engagement. Presented at the *Western Region Intergovernmental Personnel Assessment Council*, Santa Rosa, CA, September, 2010.
14. Sablynski, C.J. Selection, interviews, retention, and job embeddedness. Presented at the *UC Davis Health Systems* HR meeting, December, 2009.
15. Sablynski, C.J. Job embeddedness. Presented at the *Compensation and Benefits Association of Sacramento*, November, 2009.
16. Sablynski, C.J. Transformational leadership. Presented at the *Employment Development Department*, June, 2008.

17. Sablynski, C.J. Effective listening. Presented at the *California Department of Rehabilitation*, June, 2008
18. Sablynski, C.J., Davis, H., & Levin, F. Keys to an effective interview. Presented at the *Sacramento Employers Advisory Council*, Sacramento, CA, September 2007.
19. Sablynski, C.J. Building a world-class management team. Presented at the *Sacramento Area Regional Technology Alliance (SARTA)*, Sacramento, CA, June 2006.
20. Wright, C.W. & Sablynski, C.J. Puzzle interviews: Convergent validity and applicant reaction data. *Personnel Testing Council of Northern California* 2006 Conference, Berkeley, CA, March 2006.
21. Sablynski, C.J. & Wright, C.W. Employee performance evaluations. Presented at the *Sacramento Area Employers Advisory Council* monthly meeting, Sacramento, CA, June 2005.
22. Sablynski, C.J. Building a world-class management team. Presented at the *Sacramento Area Regional Technology Alliance (SARTA)*, Sacramento, CA, June 2005.
23. Sablynski, C.J. & Wright, C.W. Examining the correlates of job embeddedness: Implications for selection. Presented at the *Personnel Testing Council of Northern California* 2005 Conference, Folsom, CA, April 2005.
24. Sablynski, C.J. Advances in employee recruitment, selection and retention. Presented at the *Sacramento Area Employers Advisory Council* Annual Conference, Sacramento, CA. June 2004.
25. Sablynski, C.J. Identifying aggressive individuals via conditional reasoning. Presented at the *Sacramento County Bar Association* monthly meeting. November 2003.
26. Wright, C.W. & Sablynski, C.J. Applicant perceptions of puzzle interview fairness. Presented at the *Personnel Testing Council of Northern California* 2004 Conference, Emeryville, CA
27. Sablynski, C.J. Resistance to organizational change: Inputs & outcomes. Presentation at the *San Francisco State University's Center for Global Competitiveness*, 2nd Annual Workshop, "Managerial and leadership changes for improved competitiveness", 1996, San Francisco, CA.

TEACHING EXPERIENCE

Associate Professor of Management, Eberhardt School of Business (ESB), University of the Pacific, Stockton, CA, August 2009-present. Received tenure in Spring 2012.

Awards and Recognition – Eberhardt School of Business (2009-Present)

1. *“Graduating Seniors Faculty Recognition Award” (May, 2020 as voted on by ESB graduating seniors)*
2. *“Graduating Seniors Faculty Recognition Award” (May, 2019 as voted on by ESB graduating seniors)*
3. *“Graduating Seniors Faculty Recognition Award” (May, 2018 as voted on by ESB graduating seniors)*

4. *“Graduating Seniors Faculty Recognition Award” (May, 2016 as voted on by ESB graduating seniors)*
5. *“Graduating Seniors Faculty Recognition Award” (May, 2015 as voted on by ESB graduating seniors – co-winner with Dr. Vusal Emenli)*
6. *MBA Faculty Recognition Award (December 2014 as voted on by ESB MBA graduates – co-winner with Dr. Dara Szyliowicz)*
7. *“Graduating Seniors Faculty Recognition Award” (May, 2014 as voted on by ESB graduating seniors)*
8. *“Graduating Seniors Faculty Recognition Award” (May, 2013 as voted on by ESB graduating seniors)*
9. *“Faculty-Mentor Award” (May, 2012 as selected by the University of the Pacific Alumni Association)*
10. *“Graduating Seniors Faculty Recognition Award” (May, 2012 as voted on by ESB graduating seniors)*
11. *“Graduating Seniors Faculty Recognition Award” (May, 2011 as voted on by ESB graduating seniors)*

University of the Pacific student evaluations use the following scale: 5 (Excellent), 4 (Good), 3 (Average), 2 (Below Average) and 1 (Poor). Ratings are provided in reverse chronological order with the most recent evaluations listed first.

Calendar Year 2020

Spring 2020

BUSI 109 – Management and Organizational Behavior **5.00 out of 5.00** (n = 14 students) “Overall, how effective was the instructor?”

BUSI 134 – Conflict Management **5.00 out of 5.00** (n = 15 students) “Overall, how effective was the instructor?”

Calendar Year 2019

Fall 2019

BUSI 134 – Conflict Management **5.00 out of 5.00** (n = 16 students) “Overall, how effective was the instructor?”

BUSI 175 – Leadership and Change **5.00 out of 5.00** (n = 11 students) “Overall, how effective was the instructor?”

BUSI 279 – Leadership **4.92 out of 5.00** (n = 26 students) “Overall, how effective was the instructor?”

Spring 2019

BUSI 134 – Conflict Management **5.00 out of 5.00** (n = 26 students) “Overall, how effective was the instructor?”

BUSI 270 – Human Resource Management **4.86 out of 5.00** (n = 7 students) “Overall, how effective was the instructor?”

Calendar Year 2018**Fall 2018**

BUSI 134 – Conflict Management **4.95 out of 5.00** (n = 20 students) “Overall, how effective was the instructor?”

BUSI 175 – Leadership and Change **4.95 out of 5.00** (n = 20 students) “Overall, how effective was the instructor?”

BUSI 279 – Leadership **4.96 out of 5.00** (n = 28 students) “Overall, how effective was the instructor?”

Spring 2018

BUSI 134 – Conflict Management **4.96 out of 5.00** (n = 27 students) “Overall, how effective was the instructor?”

BUSI 109 – Management and Organizational Behavior **4.97 out of 5.00** (n = 30 students) “Overall, how effective was the instructor?”

BUSI 270 – Human Resource Management **4.89 out of 5.00** (n = 9 students) “Overall, how effective was the instructor?”

Calendar Year 2017**Fall 2017**

BUSI 134 – Conflict Management

- Section 1 **5.00 out of 5.00** (n = 21 students) “Overall, how effective was the instructor?”

BUSI 279 – Leadership

- Section 1 **4.76 out of 5.00** (n = 34 students) “Overall, how effective was the instructor?”

Spring 2017

BUSI 134 – Conflict Management

- Section 2 **4.96 out of 5.00** (n = 26 students) “Overall, how effective was the instructor?”
- Section 1 **4.95 out of 5.00** (n = 22 students) “Overall, how effective was the instructor?”

MBA 293 – Power, Conflict, and Negotiations

- Section 1 **5.00 out of 5.00** (n = 4 students) “Overall, how effective was the instructor?”

Calendar Year 2016**Spring 2016**

BUSI 134 – Conflict Management

- Section 1 **4.93 out of 5.00** (n = 14 students) “Overall, how effective was the instructor?”

BUSI 134 – Conflict Management

- Section 1 **5.00 out of 5.00** (n = 20 students) “Overall, how effective was the instructor?”

Calendar Year 2015

Fall 2015

BUSI 134 – Conflict Management

- Section 1 **4.95 out of 5.00** (n = 18 students) “Overall, how effective was the instructor?”

BUSI 175 – Leadership and Change

- Section 1 **5.00 out of 5.00** (n = 22 students) “Overall, how effective was the instructor?”

BUSI 279 – Leadership

- Section 1 **5.00 out of 5.00** (n = 25 students) “Overall, how effective was the instructor?”

Spring 2015

BUSI 134 – Conflict Management

- Section 1 **4.96 out of 5.00** (n = 24 students) “Overall, how effective was the instructor?”
- Section 2 **5.00 out of 5.00** (n = 24 students) “Overall, how effective was the instructor?”

Calendar Year 2014

Fall 2014

BUSI 175 – Leadership and Change

- Section 1 **4.96 out of 5.00** (n = 25 students) “Overall, how effective was the instructor?”

BUSI 270 – Human Resource Management (MBA course)

- Section 1 **4.92 out of 5.00** (n = 13 students) “Overall, how effective was the instructor?”

BUSI 275 – Leadership (MBA course)

- Section 1 **4.78 out of 5.00** (n = 40 students) “Overall, how effective was the instructor?”

Spring 2014

BUSI 134 – Conflict Management

- Section 1 **5.00 out of 5.00** (n = 30 students) “Overall, how effective was the instructor?”
- Section 2 **5.00 out of 5.00** (n = 31 students) “Overall, how effective was the instructor?”

Calendar Year 2013

Fall 2013

BUSI 175 – Leadership and Change

- Section 1 **4.97 out of 5.00** (n = 36 students) “Overall, how effective was the instructor?”

BUSI 270 – Human Resource Management (MBA course)

- Section 1 **4.88 out of 5.00** (n = 8 students) “Overall, how effective was the instructor?”

BUSI 275 – Leadership (MBA course)

- Section 1 **4.83 out of 5.00** (n = 24 students) “Overall, how effective was the instructor?”

Summer 2013 (Session I)

BUSI 109 – Management and Organizational Behavior

- Section 1 **5.00 out of 5.00** (n = 20) “Overall, how effective was the instructor?”

Spring 2013

BUSI 134 – Conflict Management

- Section 1 **4.93 out of 5.00** (n = 28 students) “Overall, how effective was the instructor?”
- Section 2 **5.00 out of 5.00** (n = 26 students) “Overall, how effective was the instructor?”

BUSI 109 – Management and Organizational Behavior

- Section 1 **5.00 out of 5.00** (n = 28) “Overall, how effective was the instructor?”

Calendar Year 2012

Fall 2012

BUSI 170 – Human Resource Management

- Section 1 **4.84 out of 5.00** (n = 32) “Overall, how effective was the instructor?”

BUSI 270 – Human Resource Management (MBA Elective)

- Section 1 **5.00 out of 5.00** (n = 8) “Overall, how effective was the instructor?”

Spring 2012

BUSI 134 – Conflict Management

- Section 1 **5.00 out of 5.00** (n = 18 students) “Overall, how effective was the instructor?”

BUSI 109 – Management and Organizational Behavior

- Section 1 **4.89 out of 5.00** (n = 32) “Overall, how effective was the instructor?”

Calendar Year 2011

Fall 2011

BUSI 109 – Management and Organizational Behavior

- Section 1 **4.92 out of 5.00** (n = 25) “Overall, how effective was the instructor?”
- Section 2 **4.91 out of 5.00** (n = 32) “Overall, how effective was the instructor?”

BUSI 170 – Human Resources Management

- Section 1 **4.71 out of 5.00** (n = 24) “Overall, how effective was the instructor?”

Summer 2011 (Session II)

BUSI 109 – Management and Organizational Behavior

- Section 1 **5.00 out of 5.00** (n = 12) “Overall, how effective was the instructor?”

Spring 2011

BUSI 134 – Conflict Management

- Section 1 **4.90 out of 5.00** (n = 21) “Overall, how effective was the instructor?”
- Section 2 **4.96 out of 5.00** (n = 26) “Overall, how effective was the instructor?”

Calendar Year 2010**Fall 2010****BUSI 109 – Management and Organizational Behavior**

- Section 1 **4.90 out of 5.00** (n = 20) “Overall, how effective was the instructor?”
- Section 2 **4.90 out of 5.00** (n = 20) “Overall, how effective was the instructor?”

BUSI 170 – Human Resource Management

- Section 1 **5.00 out of 5.00** (n = 19) “Overall, how effective was the instructor?”

Spring 2010**BUSI 134 – Conflict Management**

- Section 1 **4.86 out of 5.00** (n = 21) “Overall, how effective was the instructor?”
- Section 2 **5.00 out of 5.00** (n = 13) “Overall, how effective was the instructor?”

Calendar Year 2009**Fall 2009****BUSI 109 – Management and Organizational Behavior**

- Section 1 **4.89 out of 5.00** (n = 27) “Overall, how effective was the instructor?”
- Section 2 **4.95 out of 5.00** (n = 19) “Overall, how effective was the instructor?”
- Section 3 **4.80 out of 5.00** (n = 25) “Overall, how effective was the instructor?”

Calendar Year 2008**Fall 2008** (Note: I was hired as *visiting* faculty member for the Fall 2008 semester)**BUSI 109 – Management and Organizational Behavior**

- Section 1 **4.96 out of 5.00** (n = 25) “Overall, how effective was the instructor?”
- Section 2 **4.68 out of 5.00** (n = 22) “Overall, how effective was the instructor?”
- Section 4 **4.77 out of 5.00** (n = 26) “Overall, how effective was the instructor?”

Associate Professor of Human Resource Management (Tenured), College of Business Administration, Sacramento State University, August 2002-August 2009.

- ***Winner of the College of Business Administration’s Outstanding Teacher Award (2004-2005)***
- ***Winner of the College of Business Administration’s Outstanding Teacher Award (2006-2007)***

Between Fall 2002-Spring 2009, at Sacramento State University, I taught a total of eleven (11) course preparations ranging from undergraduate required courses, upper-division major courses, upper-division special topics courses, pre-MBA courses, MBA courses, all the way up to Executive MBA courses. The class titles are as follows:

- OBE 150/HROB 101 – Management of Contemporary Organizations (note that the course prefix and number changed to HROB 101 in 2004)
- OBE 154/HROB 154 – Strategic Human Resource Management
- HROB 156 – Current Trends and Emerging Issues
- HROB 158 – Special Topics in Human Resource Management
- OBE 204/MBA 204 – Management and Organization Concepts (note – this is a “pre-MBA” course required for all MBA students without an undergraduate degree in business administration)
- MBA 230 - Behavioral Science Applications in Management
- MBA 231 – Personnel Management
- EMBA 210 – EMBA Orientation
- EMBA 229 - Leadership and Change Management
- EMBA 247 - Executive Decision Making
- EMBA 225 - Organizational Design and Management

Summary – Over the period of Fall Semester 2002 through Spring Semester 2009, a total of **824** Sacramento State University students (undergraduate, MBA and EMBA) evaluated my teaching and my overall average rating of effectiveness was **4.87 out of 5.00**.

Teaching Assistant, Department of Management and Organization, Foster School of Business, University of Washington, 1998-2001. **Winner of the 2000-2001 “Ph.D. Program Teaching Award”**

- HRMOB 300 – “*Managing for Organizational Effectiveness*” Individually 100% responsible for creating and delivering course content for one section of this course which included exercises, grading policies, and learning objectives. Achieved student ratings in the top 10% of all University of Washington instructors for Winter Quarter, 1998, Spring Quarter, 1998, Spring Quarter, 2000, Summer Quarter, 2000. Teaching evaluation scores of **4.64, 4.70, 4.72, 4.69 out of 5.00**.
- HRMOB 470 – “*Motivation and Performance*” Winter, 2001. Individually 100% responsible for creating and delivering course content for one section of this course which included exercises, grading policies, and learning objectives. Teaching evaluation scores of **4.55 out of 5.00**.

Lead Teaching Assistant, Business School, University of Washington, Autumn Quarter 2000-Spring Quarter 2001

- Coordinated and conducted a quarter-long *Teaching Effectiveness Seminar* for all entering UW Business School Doctoral Student Teaching Assistants.

Paid Honorarium Instructor, Department of Psychology, San Francisco State University, Fall 1995.

- As a Master’s Degree student, I taught one complete (unsupervised), 1.5-hour class session of “Introduction to Industrial/Organizational Psychology,” a required undergraduate course for I/O Psychology students (on behalf of Professor Susan Taylor, Ph.D., course instructor).

SERVICE TO THE UNIVERSITY

University of the Pacific (Fall 2009-present)

- Director of the ESB Research Lab (2017-present)
- Faculty Advisor, Management and HR Student Association (2012-present)
- Faculty Compensation Committee (beginning Fall 2020)
- M.S. Business Analytics Task Force (Spring 2017 – present)
- Promotion and Tenure Committee (Fall 2015-Spring 2018)
- MBA Task Force (Spring 2017 – Spring 2018)
- Eberhardt School of Business, Dean Lewis R. Gale’s Fifth Year Review Committee (Spring 2016)
- Pacific Staff Climate Task Force (Fall 2015-2016)
- Eberhardt School of Business, MBA Orientation (August 2013, August 2014, August 2015, August 2017)
- Eberhardt School of Business Assurance of Learning Task Force – Teamwork (August 2012-present)
- Family Business Task Force (Summer 2014)
- Library Committee (Fall 2013-present)
- *Chair*, Curriculum Committee, Eberhardt School of Business (Fall 2011-Spring 2013)
- General Education Committee (Fall 2010-Spring 2017)
- Faculty Advisor to the Management & HR Student Association (Fall 2011-present)
- Graduate Studies Committee (Fall 2010-Spring 2013)
- Faculty Compensation Committee (Fall 2009-Spring 2012)
- Selected to present at Pacific’s first university-wide, “Symposium to Celebrate Teaching & Learning” (February, 2011).
- Selected to teach the “Management” session of the University of the Pacific’s Global Center for Social Entrepreneurship “Business Basics Workshop” series (March, 2011).
- Volunteered to assist the ESB Strategic Management hiring committee by conducting over 10 interviews at the Academy of Management’s annual conference (August, 2011)
- “Beyond the Gates” – Assisted a local non-profit organization with management and performance issues (Summer 2009)
- Participated in the “Etiquette Dinner” sponsored by the Career Resource Center featuring Pacific alumni, students, and local employers (Fall 2009)
- Participated in a recruiting event hosted by Target Corporation in Sacramento, CA (Spring 2010).
- Co-created the “Faculty Workload” survey questions (with Cathy Peterson, Spring 2011)
- Supervised three undergraduate students visiting from China in my BUSI 109 course (Fall 2010)
- Served as a panelist for University-wide New Faculty Orientation (August 2010)
- Faculty Advisor (along with Stefanie Naumann) for two students’ Honors Thesis projects (Fall 2009)
- Provided recommendation letters to nine current or former Pacific Students for graduate school and/or employment (Fall 2009-present)
- Faculty participant in Fall 2009, Fall 2010 Convocation and Spring 2010, Spring 2011 Commencement
- Faculty Advisor to the Eberhardt School of Business Student Association (Fall 2010-Spring 2013)
- Curriculum Committee, University of the Pacific, Fall 2010-present
- Faculty Compensation Committee, University of the Pacific, Fall 2009-Spring 2011
- General Education Committee (Substitute Member), University of the Pacific, Spring 2010
- New MBA program Task Force, Eberhardt School of Business, University of the Pacific, Fall 2009-present
- Proposed MHRD program Task Force, University of the Pacific, Fall 2009-Spring 2010

- Faculty Fellow, Center for Social and Emotional Competence Task Force, University of the Pacific, Fall 2009-Spring 2012)

Sacramento State University (2002-2009)

- Strategic Planning Committee, College of Business Administration, Sacramento State University (Fall 2007-August 2009)
- Faculty Senate, Sacramento State University (2005, Spring 2009)
- Associate Dean Search Committee, College of Business Administration (2007)
- Special Admissions Committee, MBA Program (2006-2009)
- Faculty Mentor, College of Business Administration – Faculty Student Mentor Program, (2003-2009)
- Faculty Advisor, HRMA Student Group, College of Business Administration, (Fall 2005-Summer 2009)
- Co-Director, College of Business Administration’s Research Seminar Series, (Fall 2004-Fall 2005)
- Faculty Development Committee, College of Business Administration, Sacramento State University, (Fall 2003-Spring 2004)
- Reorganization Task Force, College of Business Administration, (Spring 2005)
- Grade Appeal Panel, College of Business Administration (Spring 2006)
- Mock Interviewer, Career Center, Sacramento State University, (Fall 2003-Spring 2007)
- New Faculty Orientation, Sacramento State University, Guest Speaker, (Fall 2003 orientation)
- Curriculum Developer, Leadership for the Government Executive training program, Fall 2006. Program co-sponsored by Clark Kelso, University of the Pacific’s McGeorge School of Law

SERVICE TO THE FIELD

- Ad-Hoc Reviewer, *Journal of Applied Psychology* (2020-present)
- Ad-Hoc Reviewer, *Personnel Review* (2011-present)
- Reviewer, *Academy of Management* annual conference (2000-present)
- Ad-Hoc Reviewer, *Academy of Management Journal* (2001-present)
- Ad-Hoc Reviewer, *Human Resource Management Journal* (2009-present)
- Ad-Hoc Reviewer, *Journal of Occupational and Organizational Psychology* (2010-present)
- Sacramento Employers Advisory Council, Board Member, (2005-2010)
- Academy of Management, Organizational Behavior Division, Assistant to the Program Chair (1999-2000)
- Academy of Management, Organizational Behavior Division, Reviewer, (1998-present)
- Academy of Management, New Doctoral Student Consortium, Speakers Committee (1998-1999)
- Academy of Management, Organizational Behavior Division, Assistant Professional Development Workshop Chair (1998-1999)
- LEED (Linking Education and Economic Development)-Sacramento, Portfolio Evaluator (Fall 2004)

MEDIA

- Featured participant in “Think Tank: Future of Leadership – Leading is future-oriented, but what is the future of leadership? An explorative study investigating challenges leaders are likely to face in the future.” (Fall 2014). Published by *IAP Institute of Applied Psychology*.

- Recognized internationally (i.e., *Time Magazine*, *The Times of India*, etc.), regarding the controversy surrounding the use of puzzle (brainteaser) questions in interviews. Based on the article “Why are manhole covers round?” published in Fall 2012.
- Recognized internationally (i.e., *Vancouver Sun*, *Business News Daily*, *HRM Guide*, *Medical News Today*, *R&D Magazine*, and several others), regarding the importance of the findings of 2010 publication entitled, “*The effect of warning against faking on biodata test outcomes: A field study of bus operator applicants.*” (Fall 2010)
- Recognized internationally when The Association to Advance Collegiate Schools of Business (AACSB) included our 2001 *Academy of Management Journal* publication on job embeddedness as one that has had notable, “...impact on practice or policy” in the study of employee turnover. See page 43 of the, “Final Report of the AACSB International’s Impact of Research Task Force” (2008)
- Recognized in *Access Magazine (Sacramento State University)*, describing the success of the Leadership for the Government Executive training program/content created in 2006.
- Recognized in a *Sacramento Business Journal* article describing the success of the new Sacramento State University EMBA program (Summer 2006).
- Recognized in *The Economist* (December 2004) for our 2004 *Academy of Management Journal* publication on job embeddedness.
- “Retain your best performers” *Comstock’s Business Magazine*, January 2005
- “Implement employer branding strategies” *Comstock’s Business Magazine*, February 2005
- Interviewed on the topic of “surviving college” by KHIA 950AM, Auburn, CA, July 2004
- Interviewed on the topic of “job embeddedness” by KCSN News Radio, Northridge, CA, March 2004
- Quoted in the *Sacramento Bee* (March 2004; November 2004)

PROFESSIONAL & ACADEMIC ASSOCIATIONS (PAST & CURRENT)

- American Psychological Association
- San Joaquin Human Resource Association
- Sacramento Employers Advisory Council (*Board Member, 2005-2010)
- Academy of Management - Organizational Behavior, Human Resource, and Management Consulting Divisions
- Society for Industrial and Organizational Psychology
- Western Academy of Management
- Society for Human Resource Management
- Sacramento Area Human Resources Association
- Western Psychological Association
- International Mentoring Association

- Sacramento Area Regional Technology Alliance (SARTA)

INDUSTRY EXPERIENCE

Summary: Twenty-five plus years of experience in the fields of management training and leadership development, human resource management, commercial credit, and finance as an employee or contractor in such organizations as Microsoft, Hay Group - Management Consultants, First Deposit Bank, Dun & Bradstreet, Summerbridge National, Hofstra University and Chase Manhattan Bank.