

LAWRENCE W. INKS

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Fisher College of Business
The Ohio State University
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EDUCATION

Ph.D	Industrial/Organizational Psychology The Ohio State University, Columbus, Ohio Minor: Cognitive Systems Engineering	1992
M.A.	Industrial/Organizational Psychology The Ohio State University, Columbus, Ohio	1986
B.A	Psychology Purdue University	1983

ACADEMIC EXPERIENCE

Professor (Clinical), The Ohio State University, Department of Management and Human Resources (2023-Present)

Associate Professor (Clinical), The Ohio State University, Department of Management and Human Resources (2011-2023)

Assistant Professor (Clinical), The Ohio State University, Department of Management and Human Resources (2006-2011); Visiting Professor, The Ohio State University, Department of Management and Human Resources (2005-2006).

Assistant Professor, Wichita State University, Department of Management (1996-1999), Visiting Professor (1995-1996).

Graduate Teaching Coordinator, The Ohio State University, Department of Psychology (1987-88).

Instructor, The Ohio State University, Department of Psychology (1986-1988).

Graduate Research Assistant, The Ohio State University, National Center for Research in Vocational Education (1984-1986).

BUSINESS EXPERIENCE

Cardinal Health, Columbus, Ohio

Vice President, Talent Management (3/01-9/05).

Enterprise-wide responsibility for leading talent management and change management initiatives and strategy across Cardinal Health (approx. \$70 billion revenue, 57,000 employees, Fortune #17).

Honeywell, Inc. (formerly AlliedSignal, Inc.), Richmond, Virginia

Director, Organization and Leadership Development, (7/99-12/00).

Responsible for leading organization and leadership development initiatives at Honeywell's Performance Polymers and Chemicals division (approx. \$3.3 billion revenue, 10,000 employees).

PepsiCo, Inc. (Pizza Hut Division), Wichita, Kansas

Director, Organization and Management Development, (3/94-6/95).

Responsible for leading all organization/management development initiatives at PepsiCo's Pizza Hut division (approx. \$4 billion revenue, 5500 company-owned units and 135,000 employees).

Director, Management Development and Training, International Division, (3/93-3/94).

Responsible for providing leadership and coordination to all organization/management development initiatives within Pizza Hut International (approx. 2000 units in 70 countries; 60,000 employees).

Director, Field Employee Relations, (2/92-3/93).

Manager, Management Development and Training, (9/88-2/92).

COURSES TAUGHT (The Ohio State University)

- 194 classes in 17 years at the Fisher College of Business
- 19,517 undergraduate students and 3,663 graduate students across 12 different courses

2022-2023 Academic Year (7 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7308: Organization Change and Project Management

2021-2022 Academic Year (9 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7308: Organization Change and Project Management
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2020-2021 Academic Year (10 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 7308: Organization Development and Change
- MHR 7304: Talent Management (2 sections)
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2019-2020 Academic Year (11 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7308: Organization Development and Change
- MHR 7304: Talent Management (2 sections)
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2018-2019 Academic Year (11 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7308: Organization Development and Change
- MHR 7304: Talent Management (2 sections)
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2017-2018 Academic Year (11 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7308: Organization Development and Change
- MHR 7304: Talent Management (2 sections)
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2016-2017 Academic Year (11 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7304: Talent Management (2 sections)
- MHR 7306: Organization and Leadership Effectiveness
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7703: Leadership, Talent Management and Org. Behavior in Health Sciences

2015-2016 Academic Year (13 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7304: Talent Management (2 sections)
- MHR 7306: Team and Leadership Effectiveness
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7325: Special Topics in Human Resource Management
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences
- MBA 7800: Talent Management (BRIGHT Program)

2014-2015 Academic Year (12 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7304: Talent Management (2 sections)
- MHR 7306: Organization and Leadership Effectiveness
- MHR 7322: Fundamentals of Business Excellence III
- MHR 7325: Special Topics/Problem Solving in Human Resource Management
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2013-2014 Academic Year (13 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (6 sections)
- MHR 4324: Strategic Staffing
- MHR 7304: Talent Management (3 sections)
- MHR 7306: Team and Leadership Effectiveness
- MHR 7325: Special Topics/Problem Solving in Human Resource Management
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2012-2013 Academic Year (17 courses):

- MHR 3200: Organizational Behavior and Human Resource Management (5 sections)
- MHR 4324: Strategic Staffing
- MHR 7303: MHRM Research Methods
- MHR 7304: Talent Management (3 sections)
- MHR 7306: Team and Leadership Effectiveness (2 sections)
- MBA 6201: Organizational Behavior and Team Effectiveness (2 sections)
- MBA 6281: FT MBA Workshop Core 1 (2 sections)
- MHR 7703: Leadership, Talent Management and Organizational Behavior in Health Sciences

2011-2012 Academic Year (12 courses— previous OSU Quarter format):

- MHR 701: Organizational Behavior and Human Resource Management (4 sections)
- MHR 769: Supervisory and Talent Management (undergraduate)
- MHR 806: Organization and Leadership Effectiveness (2 sections)
- MHR 846: Talent Management
- MBA 860: Organizational Behavior and Leadership Effectiveness (3 sections)
- MHR 7223: Leadership and Team Effectiveness (summer)

2010-2011 Academic Year (10 courses— previous OSU Quarter format):

- MHR 400: Management and Organizational Behavior (business minor)
- MHR 701: Organizational Behavior and Human Resource Management (4 sections)
- MHR 769: Supervisory and Talent Management (undergraduate)
- MHR 806: Organization and Leadership Effectiveness
- MHR 846: Talent Management
- MBA 860: Organizational Behavior and Leadership Effectiveness (2 sections)

2009-2010 Academic Year (11 courses— previous OSU Quarter format):

- MHR 400: Management and Organizational Behavior (business minor)
- MHR 701: Organizational Behavior and Human Resource Management (5 sections)
- MHR 769: Supervisory and Talent Management (undergraduate)
- MHR 806: Organization and Leadership Effectiveness
- MHR 846: Talent Management
- MBA 860: Organizational Behavior and Leadership Effectiveness (2 sections)

2008-2009 Academic Year (12 courses— previous OSU Quarter format):

- MHR 400: Management and Organizational Behavior (business minor) (3 sections)
- MHR 701: Organizational Behavior and Human Resource Management (4 sections)
- MHR 769: Supervisory and Talent Management (undergraduate)
- MHR 806: Organization and Leadership Effectiveness
- MHR 846: Talent Management
- MBA 860: Organizational Behavior and Leadership Effectiveness (2 sections)

2007-2008 Academic Year (11 courses— previous OSU Quarter format):

- MHR 400: Management and Organizational Behavior (business minor) (2 sections)
- MHR 701: Organizational Behavior and Human Resource Management (4 sections)
- MHR 769: Supervisory and Talent Management (undergraduate)
- MHR 806: Organization and Leadership Effectiveness
- MHR 846: Talent Management
- MBA 860: Organizational Behavior and Leadership Effectiveness (2 sections)

2006-2007 Academic Year (10 courses—previous OSU Quarter format):

- MHR 400: Management and Organizational Behavior (business minor) (4 sections)
- MHR 701: Organizational Behavior and Human Resource Management (4 sections)
- MHR 806: Organization and Leadership Effectiveness
- MHR 846: Talent Management

2005-2006 Academic Year (10 courses— previous OSU Quarter format):

- MHR 400: Management and Organizational Behavior (business minor) (5 sections)
- MHR 701: Organizational Behavior and Human Resource Management (3 sections)
- MHR 806: Organization and Leadership Effectiveness
- MHR 846: Talent Management

PUBLICATIONS

Peer Reviewed Articles

Claycomb, C., Lengnick-Hall, C. & Inks, L. (2001). The Customer as a Productive Resource: A Pilot Study and Strategic Implications. *Journal of Business Strategies*, 18 (1), 47-69.

Lengnick-Hall, C., Claycomb, C. & Inks, L. (2000). From Recipient to Contributor: Examining Customer Roles and Experienced Outcomes. *European Journal of Marketing*, 34 (3), 359-383.

Porter, S. & Inks, L. (2000). Cognitive Complexity and Salesperson Adaptability: An Exploratory Investigation. *Journal of Personal Selling and Sales Management*, 20 (2), 15-21.

Klimoski, R. & Inks, L. (1990). Accountability Forces in Performance Appraisal. *Organizational Behavior and Human Decision Processes*, 45, 194-208.

Other Publications

Inks, L. (2016). “Mastering Talent Planning: A Framework for Success”. National Center for the Middle Market, Ohio State University Fisher College of Business, in partnership with the Vistage Group. **Note: Paper has 2,998 online views, 57 downloads.**

Noe, R. & Inks, L. (2015). “Building the Top Team: How Middle Market Firms Attract and Retain the Top Talent that Fuels Their Success”. National Center for the Middle Market, Ohio State University Fisher College of Business, GE Capital, Novo Group. **Note: Paper has 7,746 online views, 158 downloads.**

Noe, R. & Inks, L. (2014). “Performance Management in the Middle Market: Implications for Private Equity Firms”, In Association for Corporate Growth publication, “Middle Market Growth” at www.middlemarketgrowth.org.

Other Publications (continued):

Inks, L. & Noe, R. (2014). "It's About People: How Performance Management Helps Middle Market Companies Grow Faster." National Center for the Middle Market, Ohio State University Fisher College of Business, GE Capital, Novo Group. *Note: Paper has 2,014 online views, 258 downloads.*

Ashley, W., Zahniser, G. & Inks, L. (1986). "A Report of An Assessment, Career Guidance, and Employability Program for Displaced Workers." Technical Report. The National Center for Research in Vocational Education, Columbus, Ohio.

Inks, L. (1985). What Managers Should Know About Hiring Dislocated Workers. *Supervisory Management, 30, 28-31*

PRESENTATIONS

Professional Presentations (Peer Reviewed)

Millard, M., Inks, L., Latham, V., Leddy, P., Rucci, A & Sandifer, J. (2018). Unfamiliar Territory: I-O Psychologists as HR Business Partners". Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Boyce, A., Caputo, P., Taylor, B., Dawgert, A., Latham, V. & Inks, L. (2015). Data Science in Human Capital Research and Analytics. Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia, Pennsylvania.

Coyne, E., Wilk, S., Williams, F., Lorinkova, N., Livengood, S., & Inks, L. (2009). Causes and Consequences of Social Networks in Organizations. Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, Louisiana.

Shepherd, W., Inks, L., Simon, L., Boyle, K., & Joyce, L. (2009). Executive Education: Corporate Perspectives on University Partnerships. Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, Louisiana.

Inks, L, Meglino, B., Fukami, C., Tansky, J., and Kirk, D. (2007). Maximizing Student Engagement. Annual Meeting of the Academy of Management. Philadelphia, Pennsylvania.

Latham, V., Inks, L., Leddy, P., Church, A., Suckow, K. & Dilessio, A. (2003). Employment Branding: Current Initiatives and Perspectives. Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, Florida.

Professional Presentations (continued):

- Inks, L., Goldstein, I., Mobley, W., Howell, W., Downey, R. & Martin, S. (1997). Non-Traditional Career Paths in Industrial/Organizational Psychology. Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, Missouri.
- Billings, B., Boldt, B., Downey, R., Inks, L. & Strickland, B. (1996). Human Subject Issues in Field Research. Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California.
- Farr, J., Caligiuri, P., Inks, L., Stroh, L. Fulkerson, J. & Arnold, V. (1994). Gaining a Global Perspective: Human Resource Practices in Multinational Corporations. Annual Conference of the Society for Industrial and Organizational Psychology. Nashville, Tennessee.
- Klimoski, R. and Inks, L. (1986). Accountability Bias in Performance Appraisal. Annual Meeting of the Academy of Management. Chicago, Illinois.
- Inks, L. (1985). Factors Influencing the Post-Employment Job of Displaced Workers. Annual Conference for Graduate Students in Industrial/Organizational Psychology and Organizational Behavior. Akron, Ohio.

Invited Speeches and Addresses

- Inks, L. (2022). Invited/sole podcast speaker “Talent Management in a Post-Covid World”. Sponsored by Next Generation Human Capital. <https://vimeo.com/735900252/e4034ace68>
- Inks, L. (2021). Keynote speaker, “Attracting, Developing and Retaining Talent”. Presentation at Annual Conference of the National Association of Outdoor Power Equipment, St. Augustine, Florida.
- Inks, L. (2021). Keynote speaker, “Team and Leadership Effectiveness”. Keynote speech to Orthodontics Excellence Conference, Columbus, Ohio.
- Inks, L. (2021). Invited speaker, “Attracting, Engaging and Retaining Top Talent”. Presentation to Leadership in Logistics Association, Columbus, Ohio.
- Inks, L. (2021). Invited/sole podcast speaker, “Engagement in a Post-Covid Workplace”. Sponsored by The Leading Edge. <https://achievenextleadingedge.libsyn.com/>.
- Inks, L. (2021). Invited speaker, “SWOT Analysis and Team Alignment”, “Team Effectiveness”, and “Leading and Managing Change”. Presentations to OSU Department of Ophthalmology and Visual Sciences, Columbus, Ohio.

Invited Speeches and Addresses (continued):

Inks, L. (2021). Invited speaker, “Creating and Leading Today’s Flexible Workforce”. Presentation to Moresteam Clients Conference, Powell, Ohio.

Inks, L. (2021). Invited speaker, “Social Styles and Individual Differences”. Presentation to the Columbus Board of Developmental Disabilities, Columbus, Ohio.

Inks, L. (2020). Invited speaker, “Culture Progress, Innovation and Covid-19”. Presentation and leading of strategic working discussion with CEO and senior leadership team of NGK Spark Plugs, Columbus, Ohio (via Zoom).

Inks, L. (2020). Invited speaker, “Organization Culture and Change”. Presentation to Wexner Medical Center Faculty/Staff Development Program, Columbus, Ohio.

Inks, L. (2019). Invited speaker, “Leadership and Team Effectiveness”. Presentation to the Ohio Fire Executive (Ohio Fire and Emergency Services Foundation) Annual Development Program, Columbus, Ohio.

Inks, L. (2019). Invited speaker, “Leading Organization Change”. Presentation to Park National Bank, Columbus, Ohio.

Inks, L. (2019). Invited speaker, “Crafting a High-Performance Culture”. Presentation to NITTOKU/NGK USA Leadership Conference, Mackinac Island, Michigan.

Inks, L. (2019). Keynote speaker, “Attracting, Engaging and Retaining Talent in the Manufacturing Industry”. Keynote speech at Honda of America National Supplier Annual Conference, Columbus, Ohio.

Inks, L. (2018). Invited speaker, “Twenty-First Century Leadership”. Speech to The Ohio State University-wide Freshman Success Program, Columbus, Ohio.

Inks, L. (2018). Invited speaker, “Leadership and Team Effectiveness”. Presentation to the Ohio Fire Executive (Ohio Fire and Emergency Services Foundation) Annual Development Program, Columbus, Ohio.

Inks, L. (2018). Invited speaker, “Team Leadership and Collaboration”. Presentation to Park National Bank, Columbus, Ohio.

Inks, L. (2018). Invited speaker, “Your Leadership Legacy”. Presentation to Park National Bank, Columbus, Ohio.

Invited Speeches and Addresses (continued):

Inks, L. (2017). Invited speaker, “Leadership and Team Effectiveness”. Presentation to the Ohio Fire Executive (Ohio Fire and Emergency Services Foundation) Annual Development Program, Columbus, Ohio.

Inks, L. (2016). Moderator/speaker, “Attracting Top Talent”. Presentation and panel discussion to the Greater Cleveland Middle Market Forum, Cleveland, Ohio.

Inks, L. (2016). Invited speaker, “Leadership and Team Effectiveness”. Presentation to the Ohio Fire Executive (Ohio Fire and Emergency Services Foundation) Annual Development Program, Columbus, Ohio.

Inks, L. (2016). Invited speaker, “Effectiveness with Talent Planning”. Presentation at the Greater Cleveland Middle Market Forum, Cleveland, Ohio.

Inks, L. (2015). Invited speaker, “Talent Acquisition and Employment Branding”. Presentation to the Greater Cleveland Middle Market Forum, Cleveland, Ohio.

Inks, L. (2015). Invited speaker, “Global Leadership”. Presentation to The Ohio State University Global Leadership Initiative, Columbus, Ohio.

Inks, L. (with Noe, R.) (2014). Invited speaker, “Performance Management”. Presentation to the Greater Cleveland Middle Market Forum, Cleveland, Ohio.

Inks, L. (2013). Invited speaker, “Building and Developing Your Team”. Presentation to The Ohio State University College of Dentistry, Columbus, Ohio.

Inks, L. (2012). Invited speaker, “Talent Management”. Presentation to the Women for Economic and Leadership Development (WELD) Annual Conference, Westerville, Ohio.

Inks, L. (2012). Invited speaker, “Talent Management”. Presentation to Joint Development Conference for Students in College of Medicine, College of Dentistry, and College of Veterinary Medicine, Columbus, Ohio.

Inks, L. (2012). Invited speaker, “Leadership 2012”. Presentation to The Ohio State University Conference on Leadership and Civic Engagement, Columbus, Ohio.

Inks, L. (2012). Invited speaker, “21st Century Leadership”. Presentation to The Ohio State University Academic Summit, Columbus, Ohio.

Inks, L. (2012). Invited speaker, “Creating High-Performing Teams”. Presentation to Fisher College of Business Executive Education Breakfast Club, Columbus, Ohio.

Invited Speeches and Addresses (continued):

Inks, L. (2012) (with Wruck, K.). Invited speaker, “Introduction to Learning—Experiential Exercise”. Presentation to AACSB Bridge Program for Developing Business School Instructors, Columbus, Ohio.

Inks, L. (2011). Invited speaker, “Employee Management 101”. Presentation to Hospital Gift Shop Managers Annual Conference, Columbus, Ohio.

Inks, L. (2010). Invited speaker, “Team Effectiveness”. Presentation to Rolls-Royce Energy Systems, Mt. Vernon, Ohio.

Inks, L. (2009). Invited speaker, “Performance Management”. Bricker and Eckler, Columbus, Ohio.

Inks, L. (with Wruck, K.) (2010). Invited speaker, “High-Impact Talent Management”. Presentation to Women Presidents’ Organization (WPO) Annual Conference, Ft. Lauderdale, Florida.

Inks, L. (2009). Invited speaker, “Succession Planning”. Presentation to HR Forum offered by Fisher College of Business Center of Operational Excellence, Columbus, Ohio.

Inks, L. (2009). Invited speaker, “Maximizing Engagement During Change”. Presentation to Fisher College of Business Executive Education Breakfast Club, Columbus, Ohio.

Inks, L. (2009). Invited speaker, “Performance Management”. Presentation to Bricker and Eckler, Columbus, Ohio.

Inks, L. (2009). Invited speaker, “Introduction to Learning” (with Tony Rucci). Presentation to AACSB Bridge Program for Developing Business School Instructors, Columbus, Ohio.

Inks, L. (2009). Invited speaker, “Assignments, Exams and Feedback” (with Karen Wruck). Presentation to AACSB Bridge Program for Developing Business School Instructors, Columbus, Ohio.

Inks, L. (2007). Invited speaker, “Leadership Excellence”. Presentation to The Ohio State University Alumni Association.

Inks, L. (2007). Invited speaker, “Human Resource Planning”. Presentation to Fisher College of Business Executive Education Breakfast Club, Columbus, Ohio.

Inks, L. (2006). Invited speaker, “Leadership Development”. Presentation to The Ohio State University President and Provost’s Leadership Institute.

HONORS AND AWARDS

The Ohio State University—Teaching Awards

Fisher Outstanding Undergraduate Teaching Award (2023)
Fisher Outstanding MHRM Faculty Award (2019)
Fisher “Pace Setter” Award for Graduate Teaching Excellence (2018)
The Ohio State University Alumni Award for Distinguished Teaching (2015)
Fisher Distinguished Undergraduate Teaching Award (2014)
Sphinx/Mortar Board Recognition by Student as “Most Influential Person” (2013)
Fisher Outstanding MLHR Professor Award (2012)
Fisher Outstanding MLHR Professor Award (2011)
Fisher “Pace Setter” Award for Undergraduate Teaching Excellence (2009)
Fisher Distinguished Undergraduate Teaching Award (2007)
“Most Valuable Professor” Award from OSU Student-Athlete Advisory Board (2007)
Sphinx/Mortar Board Recognition by Student as “Most Influential Person” (2006)
Sphinx/Mortar Board Recognition by Student as “Most Influential Person” (2005)

The Ohio State University—Service Awards

Fisher “Pace Setter” Award for Faculty Service (2022)
Fisher Service Recognition Award (2019)
Faculty and Academic Partner Award, OSU Office of Student Life (2013)

Wichita State University

W. Barton School of Business “Professor of the Year” Award (1998)
W. Frank Barton School of Business Research Grant (1998)

SERVICE

University Service

New Faculty Mentor, University Institute for Teaching and Learning (UTIL) (2016-present).
(Served as a mentor to 19 new faculty from across The Ohio State University).
Facilitator (with Karen Wruck) for OSU Women In Medicine and Science (WIMS) Strategic
Retreat (2022).
Working with OSU CHRO (Jeff Risinger) to help develop a University-wide talent
planning/talent review system for OSU staff members (2022-present).
Working with OSU CHRO (Jeff Risinger) to create development program to improve
strategic thinking capabilities of OSU Human Resources team members (2022-present).
Member, Steering Committee, OSU Career Roadmap Initiative (2018-2021).

University Service (continued):

Co-Director/Co-Investigator, NIH Grant Team, Department of Ophthalmology and Visual Sciences (2021).

Member, Steering Committee, OSU Talent and Culture Initiative (2019-2020).

Facilitator/Coach, Department of Ophthalmology and Visual Sciences Strategic Planning Initiative (2020-2021).

Member, NIH Grant Team, Department of Natural and Mathematical Sciences (2021).

Member, OSU Task Force on “Return to Work” (2021).

Member, OSU Task Force on “Safe Internal Environment” (2021).

Leader, OSU Task Force on Staff Development (2020).

Member, Selection Committee for AVP of HR Shared Services (2019).

Presenter, Workshop on “Teaching Large Classes” to University Institute for Teaching and Learning (2017).

Member, Student Athlete Leadership Program Committee (2008-2009).

Faculty Advisor, OSU Boxing Club (2008-2010).

In addition to the above, I have served on several PhD defense committees as a Graduate School Representative.

College Service

Served as Master of Ceremonies for Fisher MHRM Pre-Commencement Ceremony Facilitator (and in some cases Academic Director) for approximately 200 Executive Education programs (2005-present).

Faculty Advisor, Fisher Veterans Association (2013-present).

Charter Member, Ad Hoc Teaching Excellence Committee (2020-present).

Undergraduate Research Advisor (2019-present).

Member, FLI/Build Ad Hoc Advisory Panel (2020).

Member, Pace Setters Award Selection Committees (undergraduate and graduate teaching excellence) (2019).

Academic Research Advisor (with R. Noe) for National Center for the Middle Market report “Mastering Talent Planning: A Framework for Success” (2016)

Member, Fisher Patterns of Administration Task Force (2016).

Member, Academic Integrity Committee (2014-2016).

Co-Director, Fisher Leadership and Professional Development (LPD) Initiative for Graduate Student Development (2006-2013).

Internal Consultant (survey development and interpretation of results), National Center for the Middle Market (2013-2014).

Faculty Advisor, Fisher Graduate Student Association (2009-2013).

College Service (continued):

Coach for executive team from Briggs Equipment (identification and development of high-potential talent, etc.), National Center for the Middle Market (2012).

Member, Fisher Professional Services Advisory Board (2009-2012).

Member, Teaching Excellence Task Force (2009).

Faculty Advisor, Delta Sigma Pi (2007-2014).

Moderator for Dean's Advisory Council Discussion (April 2007).

In addition to the above, I have been a consistent attendee at College events (e.g., Fisher Pre-Commencement, Fisher Impact Day, donating gifts to Fisher Follies auction, etc.) as well as very frequent participator in orientation/onboarding initiatives for incoming Full-Time MBA, Masters of Human Resource Management, and Masters of Accounting students.

Department Service

Representative to Ohio Department of Education Transfer Assurance Guide (TAG) Task Force (2016-present).

Practicum Advisor to students in the Master of Human Resource Management (MHRM) program (including multiple career discussions). Have advised approximately 110 students since starting the advisory role (2008-present).

Leader/Executive Council Representative, Advisory Committee for Clinical Faculty and Senior Lecturers (2022-present).

Member, Advisory Committee for Clinical Faculty and Senior Lecturers (2021-2022).

Member, Core Academy Committee (ad hoc committee) (2014-2020).

Member, Management and Human Resources Graduate Studies Committee (2009-2019).

Member, Department of Management and Human Resources Executive Committee (2017-2018).

In addition to the above, I have represented the Department at College and University events (e.g., hooding of PhD student, Spring Commencement, new student orientation, faculty meetings, etc.) as well as supported Department interests (e.g., providing opportunities for PhD students to get research subjects). I have also been a consistent participant over the years in MHRM program-specific initiatives such as experiential learning (e.g., high ropes course offsites), recognition events for students, etc..

Teaching Network and Dissemination

Founder and Leader, Big 10 Clinical Faculty Learning and Excellence Consortium (2022-present).

Professional Service

Member, Advisory Board for Talent Management Strategies Group, The Conference Board (2004-2006).

Ad hoc reviewer for past SIOP conferences.

EXECUTIVE EDUCATION—Fisher College of Business, The Ohio State University

2022

Tata Steel Corporation: “Identifying and Maximizing Human Potential” (4 9-hour cohorts)

Center for Clinical and Translational Science (Academic Director): “Leadership Legacy”

Moresteam Master Black Belt Program: “Leadership”

Schaeffler Group: “Organization Change and Team Leadership”

Ascend: “Organization Change”

Hospital Corporation of America: “Leadership Legacy” (sole OSU presenter)

Builder’s Exchange: “Talent Management I”

Builder’s Exchange: “Talent Management II”

Moresteam Master Black Belt Program: “Leadership”

National Association of Wholesalers: “Human Resource Management”

National Association of Wholesalers: “Team Effectiveness”

Faculty Leadership Institute (OSU College of Medicine): “Leading Change”

2021

Moresteam: “Change Management”

Faculty Leadership Institute (OSU College of Medicine): “Leading Change”

Ascend: “Culture and Talent Management for the Middle Market”

Builder’s Exchange: “Talent Management I”

Builder’s Exchange: “Talent Management II”

Moresteam: “Change Management”

Hospital Corporation of America: “Leadership Legacy” (sole OSU presenter)

2020

Builders Exchange: “Talent Management I”

Builders Exchange: “Talent Management II”

Adena Health: “Managing People Through Change”

Ariel Corporation: “Understanding and Levering Culture”

Moresteam: “Change Management for Master Black Belts”

Center for Clinical and Translational Science (Academic Director): “Leading High Performing Teams”

2020 (continued):

Center for Clinical and Translational Science (Academic Director): “Leadership Legacy”
Ariel Corporation: “Your Leadership Journey”

2019

Metalsa (Academic Director): “Team Talent Management”
Metalsa (Academic Director): “Diversity and Inclusion (with Francisco Gomez-Bellenge)”
Builder’s Exchange: “Talent Management I”
Builder’s Exchange: “Talent Management II”
Ohio Minority Supplier Development Council: “Team Effectiveness and Talent Management”
National Association of Wholesalers: “Human Resource Management”
National Association of Wholesalers: “Team Effectiveness”
Nationwide Analytics Program: “Leading Change”
Ascend 2020: “Building Effective Teams”
Hospital Corporation of America: “Leadership Legacy” (sole OSU presenter)
Ascend 2020: “Leading Change”
Small Business Investors Alliance (SBIA): “Developing the Team”
Nationwide Lean Leadership: “Talent Management”
Nationwide Lean Leadership: “Building Winning Teams”
Nationwide Analytics Program: “Leadership and Personal Influence”

2018

Masters of Business in Operational Excellence: “Team Effectiveness and Leadership”
Nationwide Lean Program: “Talent Management”
Crowe Horwath: “Leading Change”
Center for Clinical and Translational Science (Academic Director): “Leading Research Teams”
Center for Clinical and Translational Science (Academic Director): “Leadership Legacy”
Hospital Corporation of America: “Leadership Legacy” (sole OSU presenter)
Crowe Horwath: “Leading Change”
Small Business Investors Alliance (SBIA): “Talent Management and Team Effectiveness”
Metalsa (Academic Director): “Team Talent Management”
Metalsa (Academic Director): “Diversity and Inclusion (with Francisco Gomez-Bellenge)”
Builder’s Exchange: “Talent Management I”
Builder’s Exchange: “Talent Management II”
Ohio Minority Supplier Development Council: “Talent Acquisition and Learning”
Metalsa (Academic Director): “Team Effectiveness and Leadership”
Metalsa (Academic Director): “Human Resource Excellence”

2017

Masters of Business in Operational Excellence: Leadership Legacy III”
Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
Nationwide Lean Program: “Talent Management”
Small Business Investors Alliance (SBIA): “Talent Management and Team Effectiveness”
Crowe Horwath: “Change Leadership”
National Association of Wholesalers: “Human Resource Management”
National Association of Wholesalers: “Team Effectiveness”
Hospital Corporation of America: “Leadership Legacy” (sole OSU presenter)
Small Business Investors Alliance (SBIA): “Talent Management and Team Effectiveness”
Builder’s Exchange: “Talent Management I”
Builder’s Exchange: “Talent Management II”
Center for Clinical and Translational Science (Academic Director): “Leading Research Teams”
Center for Clinical and Translational Science (Academic Director): “Leadership Legacy”
Owens-Corning: “Talent Management and Team Effectiveness”
Masters of Business in Operational Excellence: “Change Management”

2016

Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
Masters of Business in Operational Excellence: “Leadership Excellence”
Ashland Inc.: “Leading Effective Change”
T. Marzetti: “Leading Effective Change”
National Association of Wholesalers: “Human Resource Management”
National Association of Wholesalers: “Team Effectiveness”
Nationwide Children’s Hospital: “Leadership Legacy I”
Ohio Trucking Association: “Recruiting and Retaining Talent”
Hospital Corporation of America: “Leadership Legacy” (sole OSU presenter)
Nationwide Children’s Hospital: “Leadership Legacy II”
BRIGHT Program: “Talent Management”
Builder’s Exchange: “Talent Management I”
Builder’s Exchange: “Talent Management II”
Center for Clinical and Translational Science (Academic Director): “Leading Research Teams”
Center for Clinical and Translational Science (Academic Director): “Leadership Legacy”
Nationwide Lean Leadership: “Talent Management”
Nationwide Children’s Hospital: “Leadership Legacy III”
Owens-Corning: “Talent Management and Team Effectiveness”
Cardinal Health: “Leadership Legacy III”

2015

Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
Cardinal Health: “Leadership Legacy I”
Nationwide Children’s Hospital: “Leadership Legacy I”
Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
National Association of Wholesalers: “Human Resource Management”
National Association of Wholesalers: “Teamwork to Go the Distance”
Builder’s Exchange: “Talent Management I”
Builder’s Exchange: “Talent Management II”
Cardinal Health: “Leadership Legacy II”
Nationwide Children’s Hospital: “Leadership Legacy II”
Nationwide Lean Leadership: “Talent Management”
Center for Clinical and Translational Science (Academic Director): “Leading Research Teams”
Center for Clinical and Translational Science (Academic Director): “Leadership Legacy”
Owens-Corning: “Talent Management and Team Effectiveness”

2014

Cardinal Health: “Talent Management”
Medicaid: “High Performance Team Effectiveness”
Medicaid: “Talent Management”
Center for Clinical and Translational Science (Academic Director): “Leading Research Teams”
Center for Clinical and Translational Science (Academic Director): “Leadership Legacy”
Graybar: “Talent Management”
Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
TOSOH (Academic Director): “Leadership Legacy”
TOSOH (Academic Director): “Impact Leadership”
State Teachers Retirement System (STRS): “Talent Management I”
Cardinal Health: “Innovate Program”
Alliance Data: “Talent Management”
State Teachers Retirement System (STRS): “Talent Management II”
National Association of Wholesalers: “Human Resource Management”
National Association of Wholesalers: “Team Effectiveness”
Builder’s Exchange: “Talent Management I”
GE/National Center for the Middle Market: “Talent Management”
Builder’s Exchange: “Talent Management II”

2013

Fisher College of Business Education Series: “Leading with Social Styles and Strengths”
Builder’s Exchange: “Talent Management I”
Builder’s Exchange: “Talent Management II”
National Center for the Middle Market: “Talent Management”
Scotts Corporation: “Organization Change”
State Teachers Retirement System: “Talent Management I”
National Association of Wholesalers: “Human Resource Management”
Alliance Data: “Performance Management”
National Association of Wholesalers: “Team Effectiveness”
Cardinal Health: “Talent Management”
Alliance Data: “Change Leadership”
Alliance Data: “Talent Management”
State Teachers Retirement System: “Talent Management II”
Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
Graybar: “Talent Management”

2012

Builder’s Exchange: “Talent Management I”
Alliance Data: “Managing Change”
National Association of Wholesalers: “Human Resource Management”
National Association of Wholesalers: “Team Effectiveness”
Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness”
Builder’s Exchange: “Talent Management II”
Aggreko: “Talent Management”
State Teachers Retirement System (STRS): “Talent Management I”
State Teachers Retirement System (STRS): “Talent Management II”
FCOB Management Certificate: A Survey of MBA Topics: “Talent Management”
Express: “Talent Management”
Executive Principal’s Leadership Academy (Co-Academic Director): “Change Leadership”
(6 different cohorts throughout the years with each cohort meeting 4 times for 2 days each).
Scotts Corporation: “Talent Management”

2011

Builder’s Exchange: “Talent Management I”
Builder’s Exchange: “Talent Management II”
National Association of Wholesalers: “Human Resource Management”
National Association of Wholesalers: “Team Effectiveness”

2011 (continued):

Alliance Data: “Talent Management”

FCOB Management Certificate: A Survey of MBA Topics: “Talent Management”

Nationwide Marketing University: “Talent Management”

Scotts Corporation: “Talent Management”

Masters of Business in Operational Excellence: “Talent Management and Team Effectiveness

Cardinal Health: “Organization Effectiveness and Change”

Executive Principal’s Leadership Academy (Co-Academic Director): “Change Leadership”

(6 different cohorts throughout the years with each cohort meeting 4 times for 2 days each).

2010

Fisher College of Business Education Series: “Talent Management” (with Ray Noe)

Express: “Performance Management”

Builders Exchange: “Talent Management”

Air Force Institute of Technology: “Organization Change”

National Association of Wholesalers: “Human Resource Management”

National Association of Wholesalers: “Team Effectiveness”

2009

FCOB Management Certificate: A Survey of MBA Topics: “Talent Management”

Builders Exchange: “Talent Management”

National Association of Wholesalers: “Human Resource Management”

2008

Robbins & Myers: “Talent Management”

FCOB Management Certificate: A Survey of MBA Topics: “Talent Management”

Builders Exchange: “Talent Management”

National Association of Wholesalers: “Human Resource Management”

Robbins & Myers: “Organization Change”

Fisher College of Business Education Series: “Talent Management” (with Ray Noe)

Unifi Companies (Academic Director): “Team Building and Team Effectiveness”

TOSOH (Academic Director): “Talent Management”

Diamond Power: “Talent Management”

American Electric Power: “Strategic Leadership”

2007

Fisher College of Business Education Series: “Leading with Social Styles and Strengths”
Fisher College of Business Education Series: “Talent Management and Succession Planning”
Highbridge Associates: “Human Resource Planning and Strategic Talent Acquisition”
American Automobile Association: “Talent Management” (with Ray Noe)
Builder’s Exchange: “Talent Acquisition and Management”
Federal Bureau of Investigation: “Maximizing Success with Performance Management”
Federal Bureau of Investigation: “Developing Talent to Realize Potential”
Fisher College of Business Education Series: “Performance Management”
Fisher College of Business Social Enterprise Program: “Human Resource Excellence”
American Electric Power: “Performance Management”
American Electric Power: “Recruiting, Selection and Staffing”
Fisher College of Business Education Series: “Leadership Excellence for Non-Profits”

2006

FCOB Management Certificate: A Survey of MBA Topics: “Talent Management”
Fisher College of Business Education Series: “Talent Management” (with Ray Noe)
Lifestyle Communities: “Change Management”
Chemical Abstracts: “Talent Management”
Builder’s Exchange: “Human Resource Excellence”

2005

Cardinal Health: “Leadership Excellence”

PROFESSIONAL AFFILIATIONS

Society of Industrial/Organizational Psychologists
Academy of Management
Association for Psychological Science
Academy of Teaching at The Ohio State University

BUSINESS EXPERIENCE (DETAIL)

Cardinal Health, Columbus, Ohio

Vice President, Talent Management (3/01-9/05).

Enterprise-wide responsibility for leading organization and leadership development initiatives and strategy across Cardinal Health (approx. \$70 billion revenues, 57,000 employees, Fortune #17).

Cardinal Health (continued):

Major strategic accountability areas included leadership planning (e.g., organization-wide human resource planning, talent review/management, individual career planning), leadership selection/assessment (e.g., selection systems, 360° feedback, performance management systems, survey research), leadership development (e.g., executive development, web-based learning systems, "traditional" training program, etc.) and organization change. Examples of results include:

- Developed and implemented organization-wide Human Resource Planning (HRP) system
- Developed web-based 360° feedback system tailored to specific organization competencies
- Refined and rolled out organization-wide performance management system and tools
- Created and implemented organization-wide talent review process
- Implemented enterprise-wide engagement and culture surveys and related initiatives
- Developed and executed senior leadership team selection program
- Refined and rolled out improved web-based resource (Cardinal Health University)
- Revised/implemented executive development program (Cardinal Leadership Forum)
- Led process for staffing senior leadership team positions with high-potential individuals
- Provided internal consulting expertise regarding organization development and change

Honeywell, Inc. (formerly AlliedSignal, Inc.), Richmond, Virginia

Director, Organization and Leadership Development, (7/99-12/00).

Responsible for leading organization and leadership development initiatives at Honeywell's Performance Polymers and Chemicals division (approx. \$3.3 billion revenue, 10,000 employees). Accountabilities included ongoing development and execution of organization-wide human resource planning processes and performance management systems (including 360° feedback systems), large-scale organization change, talent management and career development for high-potential employees, succession planning, and executive staffing. Also served on Honeywell leadership councils, including Organization Development, Learning, and Staffing.

PepsiCo, Inc. (Pizza Hut Division), Wichita, Kansas

Director, Organization and Management Development, (3/94-6/95).

Responsible for leading all organization/management development initiatives at PepsiCo's Pizza Hut division (approx. \$4 billion company, 5500 units and 135,000 employees). Accountabilities included ongoing development and execution of organization-wide human resource planning processes, executive assessment, selection and development, change management and organizational restructuring, development and execution of performance management systems (including 360° feedback measures), and strategic human resources research. Directly supervised 4 team members (including 2 Ph.D.s).

Director, Management Development and Training, International Division, (3/93-3/94).

Responsible for providing leadership and coordination to all organization/management development initiatives within Pizza Hut International (approx. 2000 units in 70 countries; 60,000 employees). Primary accountabilities included refinement and execution of Human Resource Planning process

PepsiCo, Inc. (continued):

outside the U.S., providing expertise and coordination to worldwide training and development efforts, assessment and developmental action planning for senior managers, strategic human resources research, and acting as liaison between country-level HR directors.

Director, Field Employee Relations, (2/92-3/93).

Human Resource generalist position reporting to SVP, Human Resources. Responsibilities included acting as liaison between field Human Resource directors and Home Office (SVP HR, SVP Legal, etc.), providing leadership to company-wide grievance process (across approximately 5000 units and 120,000 employees), ensuring field compliance with Americans With Disabilities Act (ADA), creating action plans and supervising development of high potential general managers, and internal consulting.

Manager, Management Development and Training, (9/88-2/92).

Reporting to Director, Management Development, was responsible for development and implementation of various HR tools and systems, Human Resource Planning, management/executive assessment, internal consulting and strategic research. In addition, developed and/or facilitated approximately 30 training programs in areas such as leadership, project management, strategic management, and planning.