

Christopher Anne Robinson-Easley, Ph.D.
CEO, Enlightening Management Consultants, Inc.

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EDUCATION

- M. Div. (classes towards) (Formerly attended) Chicago Theological Seminary, Chicago, Illinois
- Ph.D. Organization Development, Benedictine University, Lisle, Illinois, June 1999
- Dissertation: *“The Role of Appreciative Inquiry in the Fight to Save Our Youth”*
- M.S. Industrial Relations, Loyola University of Chicago, May 1981
- B.S. Psychology, Loyola University of Chicago, June 1976

RESEARCH INTERESTS

Whole systems change, leadership, diversity, intercultural management, organizational culture, social responsibility, ethics

SPEAKER TOPICS

Leadership, Ethics and Social Responsibility, Strategic Human Resource Management, Diversity and Intercultural Management, Change Management, Youth Violence, Professional Development, Contemporary Issues, Personal Growth and Success Strategies and Global Job Readiness Skills

TEACHING AREAS

Experienced teacher at the doctoral, graduate and undergraduate levels in the following management areas:

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|----------------------------------|-----------------------------|
| Organization Development | Organizational Theory |
| Human Resource Management | Strategy and Implementation |
| Leadership Development | Power Strategies |
| Ethics and Social Responsibility | Organizational Behavior |

Diversity
Business Communications

Global Organizational Behavior
Management

Intercultural Management

Note: Under human resource management, I teach at the graduate, undergraduate and doctoral levels all subjects under the discipline of human resources

EXECUTIVE AND PROFESSIONAL DEVELOPMENT

Stevens Institute for Senior Student Affairs Professionals, July 1997, Taos, New Mexico

Noel-Levitz: Seminar in Best Practices in Recruitment and Retention, December 2001, Oak Brook, Illinois

Teaching and Training Workplace Diversity: Bridging the Research-Practice Gap, July 2008, George Mason University (Arlington Hilton, Arlington, VA).

PROFESSIONAL EXPERIENCE

Management and Organization Development Consulting

(Prior to 2015, my consulting practice was conducted on a part-time basis. I took my consulting practice full time in 2015)

CEO, Enlightening Management Consultants, Inc.
www.enlighteningmanagementconsultants.com

All American Speakers
<https://www.allamericanspeakers.com/celebritytalentbios/Christopher+Anne+Robinson-Easley>

Academic Experience

City Colleges of Chicago

July 2014 to October 2015

Vice President for Academic and Student Affairs

City Colleges of Chicago and Interim Dean for
Health Sciences (interim dean position from
February 2015 to June 2015)
Malcolm X College
1900 West Van Buren Street
Chicago, Illinois 60612

Governors State University

July 1, 2014 to July 10, 2014	Professor of Management Promotion effective 7/1/2014 Governors State University University Park, Illinois
2007 to 2014	Associate Professor of Management Governors State University University Park, Illinois
2006 to 2007	Acting Assistant Provost Acting Assistant Vice President for Academic Affairs Associate Professor of Management Governors State University University Park, Illinois (Interim appointment)
2005 to 2014	Associate Professor of Management Governors State University University Park, Illinois (Tenured and Promoted, June 2005)
2002 to 2005	University Professor of Management Governors State University University Park, Illinois
1999 to 2002	University Professor of Management and Program Coordinator for the Master of Business Administration Degree Governors State University University Park, Illinois

Benedictine University

1998 to 1999	Director, DuPage Center for Multiculturalism and Faculty- the Master's Program in Organizational
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Behavior and Undergraduate Program in Business
Administration
Benedictine University
Lisle, Illinois

1996 to 1998: Acting Dean of Student Affairs
Benedictine University
Lisle, Illinois

1994 to 1996 Director, Human Resources
Benedictine University
Lisle, Illinois

Corporate Experience

1992 to 1994 Chief Executive Officer
Vascular Diagnostic Laboratories, SC
Chicago, Illinois

1989 to 1992 Senior Consultant-Human Resources
Inland Steel Company
Chicago, Illinois

1986 to 1989 Director, Human Resources
STS Consultants, Ltd.
Northbrook, Illinois

1981 to 1986 Employee Relations Representative
Union Carbide Corporation
East Chicago, Indiana

1978 to 1981 Senior Production Supervisor
Johnson and Johnson Products, Incorporated
Chicago, Illinois

BOARD MEMBERSHIPS

Vice Chairperson, Governing Council, Advocate Trinity Hospital-completed 3 terms (9 years) - the maximum number of terms allowed to serve under hospital by-laws

Board Member (2000 appointment to 2009) Advocate Trinity Hospital-served the maximum number of years allowed under hospital by-laws

Founding Advisory Board Member, the Jim Fisher Development Center, 1999-2009.

Board Member, B.FLI Productions, Inc., 2009 to present (2018-Board President)
<https://bfliproductions.org/>

Board Member, Happy Holiday Nursery and Kindergarten, 1996-Present

BUSINESS ASSOCIATION MEMBERSHIPS

The Women's Leadership Council of the
The United Way of Chicago, 2002 to 2004

The 87th Street Chamber of Commerce, 1992-94

The West Loop Business Association, 1992-94

REPRESENTATIVE SAMPLING OF KEY ACHIEVEMENTS

Invited to return to Guadeloupe FWI to teach , summer of 2016, Intercultural Management at the MBA level

At Malcolm X College, designed the initiative and led the team that developed the grant application (with less than four weeks lead time) for the three million dollar PBI competitive grant (July 2015 due date). The grant was awarded September 2015.

Since 2012, authored four books which have been published by international academic publishing houses.

Between July 2014 and my resignation (October 2015) from Malcolm X College as the Vice President for Academic and Student Affairs, I initiated change strategies designed to enhance academic affairs. A small sample of my accomplishments included my designing a college-wide academic affairs and organizational culture change strategy that strengthened academic and student performance. A representative sample of tactical steps included: the re-design of the Continuing Education Department offerings which positioned this department to offer non-credit courses that aligned with the College to Careers foci and the design of enhanced marketing strategies for key health science non-credit programs; the design and development of a strategic action plan to address adult education initiatives and issues and the promotion/hire of key personnel to lead that strategic plan; engaged faculty in the design, development and implementation of a technology integration strategy; designed, initiated and led a whole systems culture change strategy for the college which was focused on aligning faculty and staff in college-wide initiatives that intentionally fostered cross-collaboration for problem solving and implementation of new opportunities that address retention, completion and employment for students. Designed and began the delivery of professional development training for administrative and leadership staff, which focused on visioning, shifting

paradigms, strategic alignment, leadership development and understanding how to identify barriers that impede change; and the hiring of faculty and staff whose core competencies and skills better aligned with the vision and strategy. Hired and developed the new position of Manager of Accreditation in order to insure that the College was meeting the requisite requirements for all accreditation programs. Led the college through two successful specialized accreditation visits. Inclusively, led the academic leadership team in the design and delivery of new holistic student programmatic support initiatives that incorporate faculty as critical partners, which were designed to strengthen student performance and engage all critical members of the college. An example of these initiatives included faculty forums which focused on understanding the issues students bring to the table and moving faculty towards developing strategies for addressing student retention and success. Another initiative included the design and development of faculty and staff led professional development strategies that were linked to the faculty forums. As a result, the linking of these initiatives facilitated faculty and staff driving the professional development agenda via their own identification of growth needs, which emerged from the faculty forums. These endeavors were accomplished in addition to my daily duties as the chief academic officer for a campus of 11,000 credit and non-credit students and my role as a member of our health sciences consolidation team for Chicago City Colleges' Reinvention Strategies. Last but not least, in addition to my role as the Chief Academic Officer for the college, in February 2015, District leadership requested my assuming direct responsibility and leadership for the Health Sciences programs in the role of interim dean for health sciences (in addition to my role of Vice President, until a new dean was hired). Immediate opportunities addressed included the professional development of program directors, the organizational culture of the health sciences faculty, staff and program leadership team, completion of annual plans and budgets for health sciences, re-positioning several programs for successful matriculation through specialized accreditation visits, hiring personnel and insuring compliance with clinical relationships in concert with reassessing how we managed clinical relationships and advisory councils, along with where best to invoke business process re-engineering initiatives and the re-alignment of the Carl Perkins grant to support strategic CTE initiatives.

Promoted to Full Professor—effective date July 1, 2014-Governors State University

Invited to return to Guadeloupe, FWI for the third time in June 2012 to teach Intercultural Management to Executive MBA students

Invited by Confor-PME Conseil-et Formation, Guadeloupe, FWI to return in December 2010 to again teach a MBA class in Intercultural Management and provide intercultural management training to over 100 business leaders in the region.

Selected to represent my university when the Center for International Business Education and Research Program traveled to Turkey in May 2010

Maintained a high academic GPA in seminary while concomitantly teaching a full time academic load, extensively researching, publishing and consulting to the public and private sectors.

Invited by Confor-PME Conseil-et Formation, Guadeloupe, FWI to teach a MBA class in Intercultural Management. Invited to lecture at the Université des Antilles ET de la Guyane; Declercq 2009

Requested by the leadership team at Advocate Trinity Hospital to design and deliver the training and organization development intervention strategies for a new health care delivery model that incorporated nursing and certified nursing assistant associates
Invited by the Provost and Vice President for Academic Affairs at Governors State University to step into the position of Acting Assistant Provost/Assistant Vice President for Academic Affairs

One of two United States professors invited to sit on the international editorial advisory board for the journal, *Society and Business Review*, published by Emerald Publications.

Selected by the Chicago Public School system to evaluate the human resource organization's readiness for change and design a change management strategy that would impact service delivery to over 40,000 employees.

Selected by the National Black Catholic Congress to design and lead a multi-state whole systems change initiative funded by the Lilly foundation. Additional initiatives incorporated the design and delivery of training for a national leadership commission in addition to conceptualizing and assisting in the writing of the initial grant and the 2006 renewal proposal.

Nominated and elected Vice Chairperson of the Governing Council for Trinity Advocate Hospital for three consecutive terms where I also served as a member of the board for the maximum allowable years (9).

For five years, despite economic budgetary issues within the State of Illinois, co-developed and delivered an interdisciplinary leadership curriculum for mid to senior managers for the Department of Human Services, State of Illinois.

Within a period of six months, designed and developed new administrative processes, procedures and staffing for capturing lost graduate markets. Through the establishment of a college Advisory Council, invited the collaboration of academic and administrative colleagues in the co-design of new programmatic initiatives, marketing, advertising and recruitment strategies for the graduate programs in the College of Business and Public Administration, which included the University's first comprehensive GMAT preparation course (which continues to serve as an ongoing feeder for graduate students, *and* an independent revenue stream for the college). Results included *double digit* increases in graduate applications, admissions and enrollment of graduate students, streamlined college-level student recruitment processes, collaborative relationships with Admissions

and other support units within the university and the development/implementation of multi-media marketing and advertising strategies.

Selected by city officials in a Northwest Indiana community to design and implement intervention strategies, which addressed youth violence, through a collaborative citywide change process involving community constituents, local government, youth and clergy in a city of 33,000 people.

One of 15 scholars from North America selected to present at the “Emerging Trends in Inquiry” Conference, held in Stroud, England and co-sponsored by the Academy of Management (Organization Development and Change division) and the University of Bath’s Center in Action Research.

Utilizing a whole systems organization development intervention approach, redesigned the employee benefits program in an institution of higher education. Over and above evoking a \$200,000.00 cost savings, which resulted from this redesign initiative, I designed and developed a benefits team that included faculty, staff and support personnel in order to address organizational culture issues. This team was trained to help drive the entire process; thereby assuming ownership for all steps and outcomes of the redesign strategy, which not only improved the culture, but facilitated a seamless implementation process. This “Benefits Team” continued for six years following the initial redesign work.

Re-engineered the following student affairs areas within *six months* of a divisional appointment: Career Services, Residence Life, Counseling Services, Campus Ministry and Student Health Services

Designed, developed and led the student affairs change management strategies that included realigning the division’s strategy to the vision, mission and strategy of the university, re-engineering the division’s fundamental assumptions and models for all programmatic initiatives to better support the strategy, the design and implementation of initiatives and change processes, which significantly improved the campus climate; the design and implementation of a team intervention strategy between student services, public safety and facilities management, which resulted in improved housing conditions and security response; and a new collaboration with the Technology Department to install computers in residence halls and designated study areas throughout the campus. Budgetary allocations were re-designed to fund all new programmatic initiatives without an increase in the overall budget. Examples of new programmatic initiatives that were outcomes of the re-engineering included the conceptualization, design and implementation of a Faculty in Residence program, Learning Resource Center and an Annual Celebration for Human Dignity program; the design, development and delivery of the “Transitioning from College-Learning Life Long Strategies” three day seminar; developed strategic alliances with faculty for the delivery of curricular and co-curricular activities; the re-design and implementation of student judicial and advising processes; and a re-design of the Student Handbook to a format which focused on customer service and students living in community.

Led the team that developed a management and employee development training curriculum designed to develop critical core competencies germane to the corporate strategy for a multi-divisional steel manufacturing corporation

Designed and directed the startup of the human resource functions within a \$40M civil engineering corporation, which was stratified across seven states. Within the first year and a half increased personnel by thirty percent, and cut benefits costs (via the re-design of the benefits program where I also designed and implemented a team strategy) by \$250,000

Managed the human resource function via a balanced employee/management advocacy approach which strengthened and maintained nonunion status for five years

Designed and implemented management training and development initiatives for first line supervisors

Designed, implemented and managed Performance Management, Recruitment, Benefit cost reduction/containment programs and managerial training programs within each organization employed.

Developed and marketed a \$500,000 per year medical practice into a \$1.2 million dollar per year medical practice within the first year. Designed and brought on line a new ten thousand square foot medical facility within six months. Marketed and advertised the facility while simultaneously building community relationships with community constituencies. Increased patient load by 500 new patients within the first year and successfully negotiated a medical subcontracting service to an outside hospital for additional revenue generation.

Worked closely with the President and his Cabinet in implementing re-engineering strategies, re-designed the Human Resource function to support the University's initiatives by re-engineering human resources to a customer service center focus and changing the role of human resources from an administrative function to a proactive strategic member of the University's senior management team. Added organization development change processes and worked with faculty and staff towards changing the institution's culture. A representative sampling of culture change initiatives included designing employee participation teams for all major change programs, designing a team oriented process for addressing diversity issues within the University, and building cross functional team processes which facilitated faculty, staff and support staff working together.

Using the Appreciative Inquiry and Search Conference organization development intervention methodologies, designed and conducted a county-wide search conference, which brought together a broad range of county constituencies to begin the planning and implementation stages for driving new diversity initiatives throughout DuPage County.

RECENT HONORS AND AWARDS

April 2016, 2016 Women of Purpose “Executive and International Leadership Award” awarded by A Caring Hand Foundation

February 2016, Civic Award, awarded by South Holland Police Department

March 2013, Faculty Excellence Award in Teaching, College of Business and Public Administration, Governors State University

Featured Author and Featured Book of the Month, July 2012, The National Black Catholic Congress, www.nbccongress.org

Featured Author, September 2009, The National Black Catholic Congress, www.nbccongress.org

March 2008, Recipient of the “Woman of the Year” award by Zeta Phi Beta Sorority, Inc., Tau Psi Zeta Chapter, 4th Annual Finer Womanhood Prayer Breakfast, Alsip, Illinois

“Spontaneous Gold Award-For the outstanding organization, preparation and presentation on Appreciative Inquiry to the Leadership of Advocate Trinity Hospital”, Awarded by Advocate Trinity Hospital, August 2002

Certificate of Achievement for Contributions as Club Advisor, Awarded by the Student Affairs Division, Governors State University, May 2002

Certificate of Appreciation for Contributions to Students, Awarded by the College of Business and Public Administration Student Advisory Board, Governors State University, May 2002

Certificate of Appreciation for Significant Contributions to Students, Awarded by the College of Business and Public Administration and the Student Advisory Board, Governors State University, May 2001

“Outstanding Dedication to Education” Awarded by Lakeview Alternative High School and Human Resource Development Institute, December 1999

PUBLICATIONS, PROCEEDINGS, CONFERENCE SUBMISSIONS AND IN-PROGRESS MANUSCRIPTS

Books

Published

Robinson-Easley, C.A. (2012), *“Our children—our responsibility: Saving the youth we are losing to gangs”*, New York: Peter Lang Publishing, Inc.

Robinson-Easley, C.A. (2013), *From the Lens of Color: Preparing for Today's Global Job Market*, New York: Palgrave Macmillan

Robinson-Easley, C.A. (2014), *Beyond Diversity and Intercultural Management*, New York: Palgrave Macmillan

Robinson-Easley, C. A. (2016), *Leadership for Global Systemic Change: Beyond Ethics and Social Responsibility*, New York: Palgrave Macmillan

In progress

In progress manuscript, C. A. Robinson -Easley and F. Alvarez (Editors), (Working Title) *Reflections and Strategies for Change: Diversity and Intercultural Management in Guadeloupe, FWI*

Peer Reviewed Published Articles

Published

Easley, C.A. (2010) "Expanding a Conversation: Is how we live as a culturally diverse society congruent with our underlying assumptions, methodologies and theories regarding change?" *Journal of Applied Behavioral Science*, Special Issue on organizational discourse and change, March 2010.

Easley, C. and Elazier, T. (2005). "An Examination of the Pros and Cons of Internet Education in Business Schools: Is a New Model for Introducing and Implementing Internet Teaching Warranted?" *International Forum of Teachings and Studies*, Volume I, No. 2, (Winter 2005).

Easley, C. & Alvarez-Pompilius, F. (2003). "A New Paradigm for Qualitative Investigations: Towards an Integrative Model for Evoking Change", *Organization Development Journal*, Volume 22, Number 3, (Fall 2004).

Easley, C.A. & Swain, J.W., (2003) "Niccolo Machiavelli: Moving Through the Future as We Learn from the Past". *International Journal of Organization Theory and Behavior*, Issue 1, Volume 6, Spring 2003.

Easley, C.A., (2001). "Developing, Valuing and Managing Diversity in the New Millennium" *The Organization Development Journal*, Volume 19, Number 4, (Winter 2001).

Yaeger, T. Sorensen, P., Easley, C. (2002). "Readying an Organization for Diversity Challenges" *Training Today*, January/February 2002.

Easley, C., Yaeger, T. and Sorensen, P. 1999. Saving Tomorrow's Workforce",

Training Today, January/February, 1999.

Popular (non-scholarly) Published Articles/Blog Posts

Robinson-Easley, C.A. (2017) “Women Leaders: Critical Contributors to our Global Society, WomElle Community, <https://blog.womelle.com/women-leaders-critical-contributors-to-our-global-society-46.html>

Robinson-Easley, C.A. (2017) “Food for Thought”. WomElle Community, <https://blog.womelle.com/food-for-thought-47.html>

Robinson-Easley, C.A. (2017) “A Vision for Our Future” ExecRanks, <https://www.execrank.com/board-of-directors-articles/a-vision-for-our-future>

Robinson-Easley, C.A. (2017) “Corporate Leaders and Change”, Exec Ranks, <https://www.execrank.com/Article/detail/43431>

Robinson-Easley, C.A. (2017) “Spirituality in the Workplace”. Exec Ranks, <https://www.execrank.com/board-of-directors-articles/spirituality-in-the-workplace>

Robinson-Easley, (2017), “The Mindset of an Entrepreneur, Parts One and Two”, Exec Ranks, <https://www.execrank.com/board-of-directors-articles/the-mindset-of-an-entrepreneur-parts-one-and-two>

Easley, C.A. (2011) Excerpts from “Beginning a conversation: Towards strategic and systemic change in the African American community through the lens of ministry” The National Black Catholic Congress, *Black Catholic Monthly*, www.nbccongress.org, March 2011 Issue

Easley, C.A. (2009). “Loving, Valuing, Understanding and Changing the Youth We are Losing to Gangs” The National Black Catholic Congress, *Black Catholic Monthly*, www.nbccongress.org, September 2009 Issue

Easley, C. A. (2003). Excerpts from the Keynote Address titled “Loving and appreciating our families, youth and communities as we define our future”, The National Black Catholic Congress, *Black Catholic Monthly*, www.nbccongress.org, June 2003 Issue

Easley, C.A. (2003). “Appreciative Inquiry as Lever for Driving Social Change” in *The Fundamentals of Appreciative Inquiry, Part One*, The National Black Catholic Congress, *Black Catholic Monthly*, www.nbccongress.org, July 2003 Issue.

Easley, C.A. (2003). "Appreciative Inquiry as Lever for Driving Social Change" in *The Fundamentals of Appreciative Inquiry, Part Two*, The National Black Catholic Congress, *Black Catholic Monthly*, www.nbccongress.org, August 2003 Issue.

Published Book Chapters

Easley, C.A. (2011). "Developing My Higher Self: My life as an African American Woman in the Academy," *The Black Professorate: Negotiating a Habitable Space*, Editors, Richard G. Johnson, III and Sandra Jackson, New York: Peter Lang Publishing, Inc.

Easley, C.A. (2010). "Easing Our Path: The Healing Power of Dialogue for African American Women in Leadership" *Women of Color: Taking Their Rightful Place in Leadership*, Richard G. Johnson, III and G.L.A. Harris, Editors, San Diego: Birkdale Publishers

Easley, C.A. & Swain, J.W., (2005) "Learning From the Past as We Move Through the Future: The Case of Niccolo Machiavelli", *Handbook of Organization Theory and Management: The Philosophical Approach*, 2nd Edition; Thomas D. Lynch and Peter L. Cruise, Editors, Boca Raton: Taylor & Francis/CRC Press

Easley, C. Yaeger, T., Sorensen, P. (2005) "Saving Tomorrow's Workforce", Cooperrider, D., Sorensen, P., Yaeger, T. and Whitney, D (Eds.), *Appreciative Inquiry: Foundations in Positive Organization Development*, Champaign: Stipes Publication, Stipes Publication, IL 2005 (Reprint).

Easley, C., Yaeger, T. and Sorensen, P. (2001) "Saving Tomorrow's Workforce", Cooperrider, D. Sorensen, P., Yaeger, T. and Whitney, D. (Eds.), *Appreciative Inquiry: An Emerging Direction for Organization Development*, Champaign: Stipes Publication, (Reprint).

Easley, C., Yaeger, T. and Sorensen, P. (2000), "Saving Tomorrow's Workforce", Cooperrider, D., Sorensen, P., Whitney, D. and Yaeger, T. (Eds.), *Appreciative Inquiry: Rethinking Human Organizations Toward a Positive Theory of Change*, Champaign: Stipes Publication, (Reprint).

Published Proceedings

Easley, C. and Alvarez-Pompilius, F. (2006) "Expanding a Conversation: The Intersection between Identity and Change" *Organizational Discourse: Identity, Ideology and Idiosyncrasy*: The Management Centre, University of Leicester, Leicester Le1, 7RH, UK, ISBN: 978-1-900089-07-4.

Alvarez-Pompilius, F, &Easley, C., (2003) “Towards a Theoretical Model for Managing Diversity and Culture in Organizations”, Proceedings of the SAM/IFSAM VII World Congress, Goteborg, Sweden, July 2004

Easley, C. & Elazier, T. (2003) “Exploring the Paradigms of E-Motionalizing Business Education: The Pros and Cons of Internet Education in Business Schools” Proceedings of the Midwest Academy of Management, April 2004

Easley, C.A., and Alvarez-Pompilius, F. (2003) “Qualitative Investigations: Evoking Change and Egalitarianism in a Knowledge Based World”. Academy of Management Conference Proceedings

Easley, C.A., McMaster, M., Tate, C.L. (2002) “Charting New Territory and Exploring New Frontiers: Examining an Interdisciplinary Approach to Teaching Leadership through the Integration of Communications, Organizational Behavior, Organization Development and Psychology”, Proceedings of the Midwest Academy of Management, April 2003

Easley, C.A., Yaeger , T. F. & Sorensen, P. F. (2002), “Appreciative Inquiry: Evoking New Ways of Understanding, Valuing and Loving and Changing the Youth We Have Lost to Gangs”, The Management Centre, Kings College, University of London, July 24-26, 2002, *Organizational Discourse: From Micro-Utterances to Macro-Inferences*. ISBN: 900089 05 X

Easley, C.A., 2001 “Leading to the Winner’s Circle: Appreciative Inquiry...A Viable Component of Diversity Management?” Proceedings of the Midwest Academy of Management, April 2002

Easley, C.A., (2000). “Internet Teaching: The New Juggle for the Professorate”, Proceedings of the Midwest Academy of Management, April 2001.

Easley, C. A., Ludema, J.D., Preston, J. (1999). “Saving the Workforce of the New Millennium: A Study to Assess the Effects of Organization Development Intervention Strategies for Working with Youth in Gangs”, Proceedings of the Midwest Academy of Management, March 2000.

Easley, C.A, Head, R.L. (1999). “Collaborating for the new millennium: The assessment of a Midwest university as a learning organization and proposed intervention strategies”, Proceedings of the Midwest Academy of Management, March 2000.

EDITORIAL BOARD MEMBERSHIPS

Editorial Advisory Board Member, *Society and Business Review*, Emerald Journals, ISSN: 1746-5680, 2005 to 2014

SELECTED ACADEMIC CONFERENCE PAPERS/PANELS

International Cultural Research Network, Antalya, Turkey, June 2008, Easley, C. (2008), "Expanding a Conversation: Is how we live as a culturally diverse society congruent with our underlying assumptions, methodologies and theories regarding change?" Paper presenter

The 7th International Conference on Organizational Discourse: Identity, Ideology and Idiosyncrasy, July 2006, Amsterdam, Easley, C. and Alvarez-Pompilius, F. (2005) "Expanding a Conversation: The Intersection between Identity and Change." Paper presenter

The Critical Perspectives on Accounting Conference, April 2005, New York, New York, Alvarez-Pompilius F. and Easley, C. (2003), "Knowledge and the Researcher: Reflexivity in a Cross Cultural Learning Process" Paper presenter (paper presented by F. Alvarez-Pompilius)

Region 4 ACBSP Conference, September 2004, Schaumburg, Illinois, Panel chair and presenter, "International Partnerships in Business Education: Is it time to Re-Examine Current Paradigms and Strategies?" Panel Chair and Presenter

SAM/IFSAM VII World Congress, July 2004, Goteborg, Sweden, Alvarez-Pompilius, F. & Easley, C., (2003), "Towards a Theoretical Model for Managing Diversity and Culture in Organizations" Paper presenter

International Cultural Research Network, July 2004, Florence, Italy, Easley, C. & Alvarez-Pompilius, F. (2003), "Restoring hope and trust: Deconstruction and reconstruction of discourse in organizations" Paper presenter

The Midwest Academy of Management, April 2004, Minneapolis, MN, paper presenter, Easley, C. and Elazier, T. (2003). "Exploring the Paradigms of E-Motionalizing Business Education: The Pros and Cons of Internet Education in Business Schools" Paper presenter (paper presented by T. Elazier)

Academy of Management, August 2003, Seattle, WA, Easley, C. and Alvarez-Pompilius, F. (2002) "Qualitative Investigations: Evoking Change and Egalitarianism in a Knowledge Based World, Paper presenter.

The Midwest Academy of Management, April 2003, St. Louis, MO, **Paper presenter**, “Charting New Territory and Exploring New Frontiers: Examining an Interdisciplinary Approach to Teaching Leadership through the Integration of Communications, Organizational Behavior, Organization Development and Psychology”, Co-authored with McMaster, M., Tate, C.L. **Symposium presenter**, “Exploring New Territory and Driving Organizational Change: Examining a Partnership to Provide Leadership Skills for Mid-to Senior Level Executives”

The 5th International Conference on Organizational Discourse: From Micro-Utterances to Macro-Inferences: King’s College, University of London, July 2002: **Paper presenter**: “Appreciative Inquiry: Evoking New Ways of Understanding, Valuing, Loving and Changing the Youth We Have Lost to Gangs”, co-authored with Yaeger, T. and Sorensen, P.

The Midwest Academy of Management, April 2002, Indianapolis, IN, **Paper presenter**: “Leading to the Winner’s Circle: Appreciative Inquiry...A Viable Component of Diversity Management?” **Symposium presenter (2)**: “The Continued Search for Driving Sustainable Change: Appreciative Inquiry” and “Creating Diversity for a Transparent Way of Life”

The Southern Management Association, November 2001, New Orleans, LA, Symposium presenter, “Organization Development, Social Issues and Social Responsibilities: The Foundation of OD and Recent Innovations”

Academy of Management, August 2001, Washington, D.C., Session Chair, the Organization Development and Change Division: Insights into Source and Direction in Change Management

The Midwest Academy of Management, April 2001, Toledo, Ohio, Paper presenter, “Internet Teaching: The New Juggle for the Professorate”

The Midwest Academy of Management, March 2000, Chicago, Illinois, **Paper presenter (2)**, “Collaborating for the new millennium: The assessment of a Midwest university as a learning organization and proposed intervention strategies”, co-authored with Head, R.; “Saving the Workforce of the New Millennium: A Study to Assess the Effects of Organization Development Intervention Strategies for Working with Youth in Gangs” co-authored with Ludema, J. and Preston, J. and **Symposium presenter**, “Y2K Healthcare Systems: In critical condition or revival through the synergy of learning through collaboration, Four Challenging Views”

Academy of Management, August 1999, Chicago, Illinois, Symposium presenter, “Sweet Home Chicago: Using OD to Create Journeys of Hope and Transformation in the City”

Academy of Management- Organization and Change Division, in Conjunction with the University of Bath, September 1998, Stroud, England, Paper presenter, “The Role of Appreciative Inquiry in the Fight to Save Our Youth”

Midwest Academy of Management, April 1998, Kansas City, Kansas, Symposium presenter, “Current Trends in Human Resource Management”

The Taos Institute Conference, November 1997, Naperville, Illinois, Paper presenter Easley, (1996), “Shaping Organizations for the Future through the Effective Management of Our Most Diverse Resources: Our People” (the presentation of expanded research on the paper presented at the ISO conference)

ISO Conference, University of Southern California, October 1997, Los Angeles, California: Symposium presenter (3): “Action and Applied Research: Making a Difference”, “Shaping Organizations for the Future through Organization Development and Organization Design: Issues and Perspectives”, “The Role of Appreciative Inquiry in the Fight to Save Our Children”, Paper presenter: Easley, (1996) “Shaping Organizations for the Future Through the Effective Management of Our Most Diverse Resources: Our People”

Midwest Academy of Management, April, 1997, Michigan, Work in Progress Paper Presentation, “Merging Tools of Organizational Behavior, Organization Development and Human Resources in Changing a University’s Plural Diversity Climate to a Multicultural One”, co-authored with McCareins, A.

SELECTED PROFESSIONAL SERVICE

September 2017, Invited Webinar Presenter, “Leadership’s Global Responsibility: Imagine and Build a World of Change”, Madinah Institute for Leadership and Entrepreneurship, Saudi Arabia, http://community.mile.org/index.php/mile-webinars?tasks=specific_webinar&webinarid=374

Invited Webinar Presenter, July 2017, “Leadership Starts from Within: Garnering the Power of You”, WomElle, Las Vegas, Nevada

Invited trainer, May, 2015, “The Link Between Leadership, Diversity and Evoking Solidarity”, American Federation of Teachers Union, Westmont, Illinois

Invited Participate/Interviewee in the documentary, (2014) “Living Thinkers: An Autobiography of Black Women in the Ivory Tower”, Roxanna Walker-Canton, producer, director and editor. <http://livingthinkers.com/>

Invited Panel Presenter, May 2014, The International Society for Organization Development and Change, Williams Bay, Wisconsin, “Women in Organization Development and Change”

Invited Presenter, March 2014, “Best Practices for Your Job Search in 2014: A New day, a New Way”, Delta Sigma Theta Networking Career Fair, Chicago, Illinois

Invited Presenter, March 2014, Columbia College-St. Louis, Elgin Community College site, Presentation on my 2013 released book, *Preparing for Today’s Global Job Market: From the lens of color*

Invited Presenter, March 2014, Roosevelt University, MBA class on strategy, Presentation on my 2013 released book, *Preparing for Today’s Global Job Market: From the lens of color*

“Preparing for Today’s Global Job Market”, October 2013-December 2013, free job readiness seminars delivered to unemployed, under-employed and recent graduates throughout the Chicago land area.

Invited Presenter, Chicago School of Professional Psychology, *Our Children, Our Responsibilities: Saving the youth we are losing to gangs*, June 2013

Invited Presenter, Area P District 6450 Rotary Clubs and Governors State University Students for Peace, Overcoming Violence for Peace Community Forum—“Creating an Era of Peace in Our Southland Schools and Communities”, April 2013. Presentation: “Strategic and Holistic Strategies to End Youth Violence”

Invited Talk Show Guest “Ask Dr. Ron” Radio Talk Show, Global News Forum Radio, November, 2012. Subject of discussion: The praxes and model in my book, *Our Children, Our Responsibilities: Saving the youth we are losing to gangs*.

Invited Panelist, Rotary International District 6450, Inc., First Annual Peace Summit, October 2012, Chicago, Illinois

Invited Book Presenter: African Festival of the Arts, Chicago, Illinois, September, 2012

Invited Talk Show Guest, Literary Nation Talk Show, Little Rock, Arkansas, Topic—my book: *Our Children - Our Responsibility: Saving the Youth We are Losing to Gangs*, August 2012

June 2016, Invited Presenter and Lecturer (returned for the fourth time), Confor-PME Conseil-et Formation, Guadeloupe, FWI, 20 hour MBA course on Intercultural Management

June 2012, Invited Presenter and Lecturer (returned for the third time), Confor-PME Conseil-et Formation, Guadeloupe, FWI, 20 hour MBA course on Intercultural Management, June 2012 and facilitator/lecturer to business leaders

Invited Presenter, “Are you on track to reach your business goals for 2011”, Lynwood Chamber of Commerce, July 2011, Lynwood, Illinois

Invited Lecturer, Confor-PME Conseil-et Formation, Guadeloupe, FWI, 20 hour MBA course on Intercultural Management, December 2010 and facilitator/lecturer to business leaders, December 7, 2010; Presentation titled “Un pas, de cultures, Quel Management?”

Invited Presenter, 2010 Organization Development Network National Conference, October 2010, New Orleans, LA., Presentation: “New Realities and Their Impact on Change Work: How Might Our Culturally Diverse Society Influence Our Current Change Theories?”

Invité Lecture, Confor-PME Conseil-et Formation, Guadeloupe, FWI, 20 hour MBA course on Intercultural Management, Declercq 2009

Invité Lecture, Université des Antilles et de la Guyane, Guadeloupe, FWI, Declercq 2009

Invited Discussant, Motorola Corporation, “Developing a Strategic Career Plan”, July, 2009

Invited Presenter, Village of Hanover Park, December 2008 program titled, “Surviving These Economic Times” Presentation addressed “My Company is downsizing, what should I be doing”?

Invited Panel Discussant: American Hospital Association-2008 program “Hospital Trustee Professionalism: Building the Capacity for Excellence in Governance”, Panel discussant “The Challenges of Creating and Maintaining a Diverse Board”, Chicago, Illinois, September 29, 2008

Invited Keynote Speaker: Village of Hanover Park, April, 2008 “Managing Your Career in a Global Society”

Invited Book Reviewer: Wicks-Darden, Business Ethics, 1st edition

Invited Book Reviewer: Robbins and Judge, Organizational Behavior, 12th edition

Invited Keynote Speaker, Annual Lay Day Celebration, Mayo AME Church, Matteson, Illinois, September 9, 2007, “Our Communities...Our Lives....Our Children...Our Responsibility!”

Invited Keynote Speaker, Illinois Conference for Continuing Higher Education Regional Symposium, Illinois, April 2007, “Key Competencies for Effective Leadership”

Invited trainer, facilitator and designer of training and conference agenda, The National Black Catholic Congress, “2006 Leadership Commission”, Baltimore, Maryland, August 2006

Invited presenter, Benedictine University Doctoral Program in Organization Development, April, 2006, Lisle, Illinois, “Managing the dissertation process”

Invited presenter, PepsiCo Corporation, Quaker Oats Division, Women’s Management Organization, “Understanding the intersections between leadership and stress”, Chicago, Illinois, August 2005

Invited trainer, facilitator and designer of training and conference agenda, The National Black Catholic Congress, “2005 Leadership Commission”, Baltimore, Maryland, May 2005

Invited researcher and designer/trainer of whole systems change processes utilizing Appreciative Inquiry and leadership development for The National Black Catholic Congress Parish Pilot Program, sponsored by the Lilly Foundation. Selected parishes include churches ranging from 2, 500 families to 500 families covering Louisiana, Indianapolis, Maryland and California.

Invited presenter, South Suburban Mayors and Managers Association and the Institute for Public Policy and Administration at Governors State University, “Project Management”, January 2005.

Invited presenter, South Suburban Mayors and Managers Association and the Institute for Public Policy and Administration at Governors State University, “Developing Effective Leadership Strategies for a New Millennium”, June 2004

Invited presenter, “Transparently Living with Diversity in the 21st Century”, Lansing Public Library, May 2004

Invited Facilitator and Workshop Presenter (Presenting 3 workshops), National Black Catholic Congress Conference, St. Louis, MO, “Leadership and Deep Change”, “Organizational and Personal Leadership: Opportunities for 21st Century Leaders”, and “Revisiting Appreciative Inquiry”, April 2004

Invited presenter, South Suburban Mayors and Managers Association and the Institute for Public Policy and Administration at Governors State University, “Working with Diversity”, March 2004

Invited presenter, the Thea Bowman Institute, Office of Multicultural Ministry, Archdiocese of Louisville Kentucky, “Appreciative Inquiry”, October 2003

Invited Workshop Presenter, Illinois Department of Human Services and the USDA, Food and Nutrition Service, Midwest Region, Big Ten Food Stamp Training Workshop, “Appreciative Inquiry”, July 2003

Invited presenter, National Black Catholic Congress, Presentation to the National Board NBCC Members “Introduction to Appreciative Inquiry”, Baltimore, MD, July 2003

Invited Task Force Member (by the Chief Ethics Officer), Advocate Health Care System’s Board Appointed Task Force on the Uninsured and Underinsured, April 2003

Invited Keynote Speaker and Workshop Presenter, National Black Catholic Congress Conference, St. Louis, MO, “Appreciative Inquiry”, April 2003

Invited presenter, Benedictine University, The Eight Annual Dr. Martin Luther King Jr. Breakfast Celebration, “Transparently Living With and Understanding a Diverse Way of Life”, January 2003

Invited presenter, IBEW, Local 21, the presentation of 24 hours of training on the topic of Diversity Management in the 21st Century”, December 2002 and January 2003

Paper Reviewer, Midwest Academy of Management, Organization Development Division, for the April 2003 conference

Invited presenter, Round Lake Park District, “Dealing with Diversity in the 21st Century”, November 2002

Invited presenter, South Suburban Mayors and Managers Association and the Institute for Public Policy and Administration at Governors State University, “Dealing with Diversity in the 21st Century”, June 2002

Invited Facilitator/Trainer, Advocate Trinity Hospital, 2002 Leadership Retreat, “Leadership and Appreciative Inquiry”, May 2002

Invited presenter, Advocate Trinity Hospital, CME presentation to the medical staff, “Empower Yourself: Unlock the Key to 21st Century Practice Management”, May 2002

Professional Advisor, the School of New Learning, DePaul University, 2001 to Present

Paper Reviewer for the National Academy of Management, Organization Development and Change Division, 2001

Case Study Presenter, The Organization Development Institute Conference, May 2001, Chicago, Illinois, “Rethinking Ways to Re-vitalize a City and Bring Forth Change”

Invited Keynote Speaker, Chicago Organization Development Institute Chapter, April 2001, Chicago, Illinois, “Post Modern Organization Development: New Paradigms for Driving Social Change”

Invited Keynote Speaker, The Illinois Association of School Social Workers, October 2000, Illinois, “The Role of Appreciative Inquiry in the Fight to Save Our Youth”

Invited Keynote Speaker, Naperville School District 203, September 2000, Naperville, Illinois “Appreciative Inquiry in school settings”

Invited Lecturer, Benedictine University, February 2000, Lisle, Illinois, “Advanced Topics in Appreciative Inquiry Seminar”

Invited Keynote Speaker and Trainer (day long professional development session), Aurora University-School of Social Work, October 1999, Aurora, Illinois “Into the future with Group-Centered Perspective and Appreciative Inquiry”

Invited presenter, Hartgrove Hospital’s 2nd Community Seminar on Youth Violence, October 1999, Chicago, Illinois, “The Role of Appreciative Inquiry in the Fight to Save Our Youth”

Invited Presenter, Benedictine University Doctoral Program in Organization Development, September 1999, Lisle, Illinois, “Managing the dissertation process”

Invited Keynote Speaker, Organization Development Network, Chicago Chapter, August 1999, Chicago, Illinois, “The Role of Appreciative Inquiry with At Risk Youth and At Risk Communities”

Invited Expert Panelist, Lisle and Naperville Town Hall Meeting, May 1999, “Localizing the Littleton Tragedy: It could Happen Here”

Invited Guest Lecturer, Society of Human Resource Management, 1996, Lisle, Illinois, “Strategic Human Resource”

Invited Guest Panelist, Society of Human Resource Management, 1995, Lisle, Illinois, “Corporate Outsourcing”

UNIVERSITY SERVICE

Co-Chair, College of Business and Public Administration's Assessment Committee

Faculty Sponsor—Human Resource Management Club

Presidential Appointee to the Sabbatical Review Committee

Presidential Appointee to the University Strategic Planning Committee

Program Coordinator for the MBA Program

Faculty Senate

Budget Committee

Examination Committee

Division Curriculum Committee

Educational Policies Committee

University Curriculum Committee

Division Assessment Committee

College Self-Study Committee-ACBSP Re-accreditation

University strategic planning committee

Division Personnel Committee

Research Review Committee Member

Doctoral Dissertation Committee Membership

White-Zappa, B., "Hopeful Corporate Citizenship: A Quantitative and Qualitative Examination of the Relationship between Organizational Hope, Appreciative Inquiry, and Organizational Citizenship Behaviors", Benedictine University, Lisle, Illinois, 2001.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

International Cultural Research Network, 2004 to 2006

Academy of Management, 2003-2004

Academy of Management, 1999-2002

Midwest Academy of Management, 1997-2005

The Organization Development Institute, 2000-2004

Southern Management Association (Southern division of the Academy of Management),
2001-2002

The Society for Human Resource Management, 1995-99

The Human Resource Management Association of Chicago, 1989-92

MORE RECENT PROFESSIONAL CONSULTING/TRAINING

Mac Cormac College

Happy Holiday Nursery and Kindergarten

Temple Memorial Baptist Church

Advocate Trinity Hospital

Chicago Public Schools

Lansing Library

National Black Catholic Congress

Illinois Brotherhood of Electrical Workers, Local 21

Illinois Department of Human Services

East Chicago Police in cooperation with the Department of Justice

Illinois Department of Transportation

Riveredge Hospital

St. Anselm's Parish

Hartgrove Hospital

American Federation of Teachers Union

Consulting Website

www.enlighteningmanagementconsultants.com