

Deborah M. Bowman, PhD

Curriculum Vitae

Contact Information

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Education

- ◆ Capella University *October 2010*
PhD, Industrial and Organizational Psychology
Dissertation: *The effect of value differences in workplace motivation: A study comparing worker value priorities across generations and gender.*
Committee Chair: Deborah Vogege-Welch, PhD
- ◆ Webster University *October 2005*
MA, Human Resource Development
- ◆ McKendree University *December 2003*
BA, Psychology
Major: Business Management
- ◆ Southwestern Illinois College *December 2000*
AA/AS General Studies

Selected Work and Leadership Experience

- ◆ Online Professor of Business Psychology, The Chicago School of Professional Psychology (Mar 2014 to Present)
- ◆ Online Professor of Organization Development and Leadership, University of the Rockies, School of Organizational Leadership (June 2011 to Present)
- ◆ Employee/Organizational Testing and Assessment, Facilitator, Principal, Organized Performance, LLC (Jan 2009 to Present)
- ◆ Personal, Leadership, Career, Entrepreneur Coach (Jan 2010 to Present)
- ◆ New Faculty Mentor, University of the Rockies, School of Organizational Leadership (June 2012 to Present)
- ◆ Entry Point Instructor, University of the Rockies, School of Organizational Leadership (May 2013 to Present)
- ◆ Dissertation Chair, Research Psychologist, The Chicago School of Professional Psychology (Mar 2014 to Present)
- ◆ Dissertation Chair, Research Psychologist, University of the Rockies, School of Organizational Leadership (Mar 2013 to Present)
- ◆ Instructional Design & Assessment, Proficiency Rubric Project, Waypoint Outcomes, University of the Rockies (Dec 2013 to Present)
- ◆ Scientific Poster Presentation Program Development, ASTD St. Louis (Oct 2010)
- ◆ Leadership Coaching Pro Bono (Jan2010 to Mar2010)
- ◆ Consulting Practicum (ProBono) with OE² dba The Leader Group, St. Louis from Jan 2010 to Mar 2010
 - Small business administrative start-up tasks and responsibilities, needs analysis, proposal, strategic planning and development utilizing the balanced scorecard application
- ◆ Academic Residency with Capella University, Chicago Jan 2010
 - Using Assessment Tools in Corporate Consulting and Coaching
- ◆ ISPI St. Louis VP of Membership (Dec 2010 to Present)
- ◆ ASTD St. Louis Marketing (May 2011 to Present)

- ◆ ASTD St. Louis Social Media (2009 to Present)
- ◆ Team Development and Survey Developer Initiative (Pro Bono) with Weslake Neighborhood Association, Fairview Heights, IL from Jun 2007 to Apr 2008
 - Needs analysis and proposal to achieve predetermined community engagement efforts
 - 42-item mixed methodology attitude survey developed, distributed, scored, and reported
 - Various team development suggestions and techniques offered
- ◆ Colloquium Psychology Track III Summer 2007 with Capella University, Jacksonville, FL
- ◆ Colloquium Psychology Track I Spring 2006 with Capella University, Atlanta, GA
- ◆ Colloquium Psychology Track II Winter 2006 with Capella University, Chicago, IL
- ◆ Executive Director, Belleville Area Teen Center (1999-2005)
- ◆ Business Consultant to Catrock Garden Center (2001)
- ◆ Human Resource Management, Borg-Warner Protective Services (1994-1997)
- ◆ Retail Management, Various Retail Establishments (1982-1994)

Teaching Experience

- ◆ Online Professor at University of the Rockies, School of Organizational Leadership
- ◆ PhD Doctoral Programming for Organizational Development and Leadership (Jun 2011 to Present)
 - Advanced Instructional Systems Theory and Design
 - Advanced Seminar: Human Resource Business Strategy
 - Advanced Topics in Performance Management
 - Industrial & Organizational Psychology in Global Organizations
 - Current Issues in Industrial & Organizational Psychology
 - History & Systems of Industrial & Organizational Psychology
- ◆ New Faculty Mentor, University of the Rockies, School of Organizational Leadership (June 2012 to Present)
- ◆ Dissertation Committee Chair, University of the Rockies, School of Organizational Leadership (Mar 2013 to Present)
- ◆ Dissertation Committee Member, University of the Rockies, School of Organizational Leadership (May 2013 to Present)
- ◆ Entry Point Certified Professor, University of the Rockies, School of Organizational Leadership (Mar 2013 to Present)
- ◆ Various Speaking Engagements
- ◆ Volunteer Tutor with Illinois Department of Education Adult Literacy Program (Mar 2010 to Jun 2010)
- ◆ Volunteer Teaching Assistant with Madison County Haller House Detention Center (2006) on Career Planning
- ◆ Teaching Assistant with Webster University – Fall 2004 on Research and Assessments in HR Development
- ◆ Training Store Manager with *Everything's A Dollar* (1993)
- ◆ See Statement of Teaching Interests

Teaching Philosophy

My educational philosophy consists broadly of the assurance towards knowledge sharing, effective critical thinking skills and mentorship. I feel that as educators we have a unique opportunity and responsibility to prepare our learners for entering the workforce as competent, efficacious and successful professionals. Feelings of readiness to effectively pursue their careers must be paramount.

Instructional System Design Projects

- ◆ Catalog Course Revision project member on Curriculum Committee, University of the Rockies (Jan 2014)
- ◆ Contracted Developer of various online assessment rubrics using the Waypointe Outcome platform supporting University of the Rockies institutional, programmatic and course level objectives (Dec 2013 to Present)
- ◆ Facilitated doctoral level course material on Advanced Instructional Systems Theory and Design (ORG 8540) for University of the Rockies' School of Organizational Development and Leadership (Sept 2012, Mar 2013)

- ◆ Several customized content developed (i.e., e-lectures, announcements, discussion forum projects, etc.) as a Professor of Organizational Development and Leadership for various University of the Rockies doctoral-level virtual classrooms using LMS tools such as Pearson's eCollege (Jun 2011 to Present).

Selected Presentations

- ◆ [Moderator]. Caseyville Township (2013, June). *Community Engagement: Weinel Hills Sewer Expansion Project*.
- ◆ Blackburn College (2012, December). *ISD and the ADDIE Model, Career Development Opportunities for Technical Writing Majors, and The Time for Professional Networking is Now*.
- ◆ ISPI St. Louis Monthly Chapter Meeting (2011, April). *Blended Learning Review of Research*.
- ◆ ASTD St. Louis 2010 Regional Conference Poster Presentation on *Generational and Gender Value Systems*
- ◆ St. Clair County Toastmasters Club 496 Member since Sept2010
- ◆ Weslake Association - Apr2007: *2007 Neighborhood Survey Results and Recommendations*

Certifications

- ◆ **Add CITI Certifications here**

Mentor Certification

Entry Point Certification

Red Cross CPR (cardiopulmonary resuscitation) Certified (Feb 2014)

Dissertation Chair, Supervisor Coursework

Teaching Online Pedagogy and Standards (TOPS), TSCPP, a professional development certificate course for online teaching and learning (Mar to May 2014).

Applied Research

- ◆ Doctoral Dissertation:
 - *The effect of value differences in workplace motivation: A study comparing worker value priorities across four generations and gender* (2010)
- ◆ Master's Level Thesis:
 - *Review of current research on work and family conflict* (2005)
 - *Non-compliance of the U.S. Sentencing Guidelines is increasing in business despite legislation* (2004)
- ◆ Senior Thesis:
 - *Effects of personality, gender and ethics on management decision making* (2003)
 - *The relationship of stress, locus of control and the organizational hierarchy* (2002)

Current Scholarly Interests

- ◆ Small Business Management
- ◆ Consulting Needs
- ◆ Employee Development
- ◆ Leadership Development
- ◆ Cross-Cultural Differences
 - Generational Science
 - Human Value Systems
 - Psychological Aspects of Social Axioms
 - Gender Studies
- ◆ Motivation in the Workplace
 - Employee Engagement
 - 21st Century Leadership Skills and Training
 - Talent Management
- ◆ Applied Coaching Psychology
 - Behavioral Training and Assessment
 - Career Management
 - Business Development

- ◆ Other
 - Personal Grief and Grieving in the Workplace and Home
 - Multiple Intelligences (e.g., social, emotional, etc.)
 - Conflict Management
 - Correlates of Personality
 - Psychology of Social Media
 - Alzheimer's Disease and Related Dementias
 - Blended Learning

Ongoing Research

- ◆ Small Business Management
- ◆ SME Human Capital Strategy and Needs
- ◆ Cross Cultural Differences:
 - Triangulation of social axioms, value systems and attitudes in the workplace
- ◆ Other:
 - The psychology of social media
 - Generational value differences in the workplace (publication of the dissertation as a monograph)
 - See Statement of Research Interests
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Research Supervision

- ◆ Cumbie, J. *Workplace readiness: The influence of intrapersonal and interpersonal intelligences of non-college bound high school graduates*. Dissertation Chair, Mixed Method, University of the Rockies.
- ◆ Davis, N. *The impact of organizational culture on the effectiveness of HR attempts in resolving workplace bullying issues*. Dissertation Chair, Mixed Method, The Chicago School of Professional Psychology.
- ◆ Jackson, E. *Transfer of training: A thematic analysis of the cause and effect on stakeholders*. Committee Member, Case Study, University of the Rockies.
- ◆ Johnson, A. *African-American recruitment into the accounting industry*. Dissertation Chair, 3-Stage Delphi, University of the Rockies.
- ◆ Jordan, D. *Examining the relationship between transformational leadership and employee engagement in a multi-generational retail environment*. Dissertation Chair, Multivariate, The Chicago School of Professional Psychology.
- ◆ Love, B. *Collaborative leadership between national nonprofits and their affiliate chapters*. Dissertation Chair, Phenomenology, University of the Rockies.
- ◆ Mack, J. *Faculty turnover intentions and the relationship between work/life balance and the experience of being overwhelmed*. Committee Member, MANCOVA, University of the Rockies
- ◆ Mader, P. *Attrition: Why Millennials stay or go*. Committee Chair, Phenomenology, University of the Rockies.
- ◆ Marshall, S. *Emotional intelligence and resilience: An exploration of burnout amongst mental health professionals*. Committee Member, Multivariate, University of the Rockies.
- ◆ Meza, B. *Job satisfaction and the overall well-being of employees*. Dissertation Chair, MANCOVA, University of the Rockies.
- ◆ Moore, M. *The relationship between the self-awareness domain of emotional intelligence and work-life conflict*. Dissertation Chair, Multivariate, The Chicago School of Professional Psychology.
- ◆ Paul, S. *Nonprofits and competitive funding best practices: A balancing act between funder expectations and sector values*. 5-stage Delphi, Dissertation Chair, University of the Rockies.
- ◆ Richards, S. *The psychological factors that influence leadership aspiration amongst female college students and ethnicity*. Dissertation Chair, Multivariate, The Chicago School of Professional Psychology.
- ◆ Sexton, A. *Current data on gender and rank of police officers in large U.S. policing agencies*. Dissertation Chair, Multivariate, The Chicago School of Professional Psychology.
- ◆ Sharif, G. *Understanding leadership and caregiving of essential care in the adult health care service environment*. Dissertation Chair, Phenomenology, The Chicago School of Professional Psychology.
- ◆ Speights, J. *Millennials and mentorship: A participative action research study*. Committee Member, Participatory Action Research, University of the Rockies.

- ◆ Talia, J. *Family-owned business succession: Second generation competence and emotional readiness*. Dissertation Chair, Case Study, University of the Rockies.
- ◆ Walters, G. *Solving for X in a Y domain: A phenomenological study of women's ways of overcoming gender barriers to senior leadership in STEM organizations*. Dissertation Chair, Feministic Phenomenology, The Chicago School of Professional Psychology.
- ◆ Wilson, J. *Understanding best practices of pre-employment testing amongst HR professionals*. Dissertation Chair, 3-Stage Delphi, University of the Rockies.

Graduate Coursework

<i>Methodology</i>	<i>Content</i>
Research Methodology	Foundations of Psychology
Tests and Measures	Adult Psychology
Inferential Statistics	Biological Basis of Behavior
Advanced Inferential Statistics	Cognitive and Affective Psychology
Advanced Research Methodology	Group Psychology
Test and Assessments in Workplace Psychology	Principles of Industrial/Organizational Psychology
	Ethics & Standards of Professional Practice
	Psychological Practices in Personnel and Human Resources
	Managing Psychological Services
	Psychology of Leadership
	Consultation Psychology

Select Scholarly Published Works

- ◆ Bowman, D. (2014). Research review on goal setting [White Paper]. *Organized Performance, LLC: The OP Briefcase*. Available at <http://www.organizedperformance.com>
- ◆ Bowman, D. (2010). *The effect of value differences in workplace motivation: A study comparing worker value priorities across four generations and gender* (Doctoral dissertation). Available from ProQuest Dissertations and Theses database. (UMI No. 11996).
- ◆ Bowman, D. (2007). 2007 Weslake Neighborhood Survey. [Measurement instrument]. Unpublished instrument.

Select Informally Published Works

- ◆ Bowman, D. (2011-Present). Organized Performance, LLC [various Blog entries].
- ◆ Bowman, D. (2011, April). Organized Performance, LLC [Website].
- ◆ Bowman, D. (2011, January). Deborah Bowman, PhD [Website].
- ◆ Bowman, D. (2009, October). ASTD St. Louis Metropolitan Chapter: Workplace learning and performance. [Production Member/Website].

Social Media Published Works

- ◆ Bowman, D. (2011, April). Re: Blended Learning Meeting Follow-up. Performance Matters: St. Louis ISPI Blog [Web log message].
- ◆ Bowman, D. (2011, February). Re: Using Chaos Theory to Understand Performance Improvement. Performance Matters: St. Louis ISPI Blog [Web log message].
- ◆ Bowman, D. (2010, October). Re: Foundations of Organizational Learning [Web log message]. Alive ASTD StL Chapter News.
- ◆ Bowman, D. (2010, April). Re: Tying learning initiatives directly to company goals [Web log message]. Alive ASTD StL Chapter News.
- ◆ Bowman, D. (2009, Summer). Re: The Link between Feedback and Job Performance [Web log message]. Alive ASTD StL Chapter News.
- ◆ Bowman, D. (2008, October). Re: Developing the next generation of leaders [Web log message]. Alive ASTD StL Chapter News.
- ◆ Bowman, D. (2008, October). Re: Teaching emotional intelligence in the workplace [Web log message]. Alive ASTD StL Chapter News.

- ◆ Bowman, D. (2008, Summer). Re: Learning goals and cognitive ability [Web log message]. Alive ASTD StL Chapter News.

Professional Affiliations

- ◆ American Psychological Association (2004-Present)
- ◆ Gateway Industrial/Organizational Psychologists, St. Louis (2012-Present)
- ◆ Society for Industrial Organizational Psychology (2004-2012)
- ◆ Society of Consulting Psychology (2009-2012)
- ◆ Society for Human Resource Management (2005-2012)
- ◆ American Society for Training and Development (2005-Present)
- ◆ International Society for Performance Improvement, St. Louis Chapter (2008-Present)
- ◆ Human Resource Management Association of Greater St. Louis (2005-2009)
- ◆ St. Louis Metropolitan Chapter of the American Society for Training and Development (2005-Present)
- ◆ St. Louis Organization Development Network (2008-Present)
- ◆ Toastmasters International St. Clair Club #496 (2010-2013)
- ◆ St. Louis Coaches (2011-Present)

Conferences Attended and Development Activities

- ◆ ODN St. Louis Annual Conference, 2013
- ◆ 2013 ISPI St. Louis Fall Conference
- ◆ University of the Rockies *Dissertation Chair/Committee Re-Certification Training*, Certificate obtained Sept 2013
- ◆ University of the Rockies *Entry Point Certification Training*, Certificate obtained Mar 2013
- ◆ *CITI Social & Behavioral Research: Basic/Refresher Curriculum* obtained Jan 2013
- ◆ *CITI Health Information Privacy and Security (HIPS) for Instructors and Students* obtained Dec 2012
- ◆ *CITI Human Subjects Protection Training*, Certificate obtained Jan 2008, refreshed Oct 2010, Dec 2012
- ◆ 2012 ISPI St. Louis Fall Conference
- ◆ University of the Rockies *Faculty Mentorship Training*, Certificate obtained June 2012
- ◆ 2011 ASTD St. Louis Regional Conference
- ◆ University of the Rockies *Dissertation & Thesis Overview Faculty Training for Chairperson & Committee Members* completed September 2011
- ◆ University of the Rockies *Practicum Faculty Supervisor Training* completed Sept 2011
- ◆ ODN St. Louis Annual Conference, 2011
- ◆ 2010 ASTD St. Louis Regional Conference
- ◆ St. Louis ISPI Chapter Annual Conference 2010
- ◆ Institute for Brain Potential 6-hour accredited seminar on *Memory* completed Sept 2010
- ◆ ASTD St. Louis Regional Conference, 2009
- ◆ ODN St. Louis Annual Conference, 2009
- ◆ Missouri State SHRM Conference, 2008-2009
- ◆ Society for Industrial/Organizational Psychology (SIOP) Annual Conference, New Orleans, 2009

Honors/Awards/Grants

- ◆ Capella University graduated Magna Cum Laude (2010)
- ◆ Webster University graduated Magna Cum Laude (2005)
- ◆ McKendree University graduated Summa Cum Laude (2003)
- ◆ McKendree University President's List for Academic Excellence (2003)
- ◆ McKendree University Dean's List (2001-2003)
- ◆ Southwestern Illinois College graduated Cum Laude (2000)
- ◆ Southwestern Illinois College vice President's Honors List (1994-2000)
- ◆ McKendree University Phi Theta Kappa (2000)
- ◆ District Training Store Manager of the Year (1993)

- ◆ Awarded *Communities Can!* Federal grant utilized on community ATOD curricula. (1999): CHOICE
- ◆ Obtained *United Way East-West Gateway* grant used for drug-free programming. (1998): U.N.I.F.Y.

Community Involvement/Volunteer Experience

- ◆ MPI World Education Conference, St. Louis, Pro Bono Coaching Services (July 2012)
- ◆ Executive Committee Member: St. Louis ASTD Marketing/Programming Committee (May 2011-Present)
- ◆ Vice President of Membership: St. Louis International Society for Performance Improvement (Dec 2010-Present)
- ◆ Executive Committee Member: St. Louis ASTD Communications Committee (May 2008-Apr 2011)
- ◆ Weslake Neighborhood Association (2007-2008)
- ◆ Choosing Healthy Options Involving Community Youth aka CHOICE (1998-2001)
- ◆ United Neighbors Investing in the Future of our Youth Executive Committee aka U.N.I.F.Y (1997-2002)

Technical Skills

Microsoft Project Standard	SPSS for Windows Grad Pack 14.0
Strategy Map Balanced Scorecard v4.8	Thomson Reuters EndNote X3
Microsoft Office Professional Suite	MindJet Mind Manager X5 Pro
BlueVoda Website Builder v10.1	Adobe Dreamweaver CS5
MS SharePoint Designer 2007	Microsoft Visual Studio 2010 Express
Blackboard Learning or WebCT	Google Sites/Apps
MS Office Outlook Web Access	Pearson eCollege
iParadigms Turnitin OriginalityCheck	SafeAssign by Blackboard (MyDropBox)
Nuance Dragon Dictation	Various Cloud Computing platforms

Test and Assessment Instruments

BarOn EQ-1	NEO PI-R	Schwartz Value Survey
DiSC Classic 2.0	FIRO-B	EISA: EI Skills Assessment
StrengthsFinder 2.0	MBTI Step II (Form Q)	Personal Values Questionnaire
TalentProfiler	Strong Interest Inventory	Thomas-Kilmann Conflict Mode Instrument
Social Axioms Survey		

Dissertation Abstract

The purpose of this study was to explore the unique personal value differences between the four generations (i.e., Traditionalist, Baby Boomer, Generation X, and Millennial) and their genders in the context of the work environment. When values are known and employee programs and decisions are developed around them and other important constructs, better communication, reduced uncertainty and improved working relationships are likely. The literature on generational differences cited evidence of shifting group personalities related to both age and sex, but no recent study existed on all four of the generational value differences in the U.S. Data were collected from 1028 online participants from various social networking sites using the Schwartz Value Survey. A MANCOVA was used controlling for a variety of industries, U.S. geographic regions, levels of education, supervisory experience, and income level followed by a stepdown analyses. Results indicate that the two oldest and the two youngest are more alike than different in their value preferences respectively. More specifically, the two older groups, Traditionalist and Baby Boomer participants, were motivated more by self-transcendence and conservative values such as security, conformity and tradition. Whereas, the Generation X and Millennial participants were motivated more by self-enhancement and openness to change type values such as stimulation, hedonism, achievement, and power. Benevolence was found to be the only value that linked the four groups with significant results found for the Baby Boomer and Generation X participants. Similar results were found for gender as well. After comparing these results with the past five years using similar studies, Baby Boomers were found to have experienced the most change in their value system and there is some evidence suggesting that Generation X values may be shifting as they age from a self-enhancement to a more self-transcendence value orientation. Future studies are suggested in order to provide further evidence to the differing values of

the four generations in the workplace, the antecedents of these values and applications of these insights to various type work environments.