Curriculum Vitae

KERRY J. MITCHELL, PH.D., SHRM-SCP

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EDUCATION

Doctor of Philosophy: Human and Organizational Systems, Fielding Graduate University
DISSERTATION TITLE ~ *Employee Empowerment for a Multigenerational Workforce: An Integrative and Dynamic Model*

Master of Arts: Human and Organizational Systems, Fielding Graduate University

Master of Special Studies: Applied Communication (Emphasis in training and consulting), University of Denver,
THESIS TITLE ~ *Transfer of Training at Time Warner Telecom*

Bachelor of Arts: Speech Communication, Metropolitan State College of Denver

TEACHING EXPERIENCE

Lead Faculty, Communication, Regis University
College of Contemporary Liberal Studies

Affiliate Faculty, Regis University
Anderson College of Business

Adjunct Faculty, University of Central Oklahoma
College of Education and Professional Studies

Adjunct Faculty, University of Denver, University College
Communication Management Program

Adjunct Faculty, Metropolitan State College of Denver
Communication Department

COURSES TAUGHT

Undergraduate Courses
- Communicating through Social Media
- Communication in a Technological Environment (
- Communication Theory
- Conflict Management
- Consulting Skills for Training and Development
- Decision-Making and Problem-Solving
- Facilitating Groups and Teams
- Follower-Centered Leadership
- Foundations of Training and Development
- Human Relations in Training and Development
- Management Essentials
- Managing and Leading
- Organizational Communication

- Organizational Dynamics
- Persuasion, Influence and Motivation
- Professional Communication
- Public Speaking
- Team Leadership

Graduate Courses

- Communication in Professions and Organizations
- Ethical Decision Making
- Generational Conflict and Communication
- Graduate Research and Writing
- Leadership Development
- Organizational Coaching and Consulting
- Organizational Training and Development
- Seminar in Leadership Communication
- Seminar in Organizational Communication

PROFESSIONAL EXPERIENCE

Owner ~ Consultant ~ Trainer ~ Coach. Moxy Solutions, LLC.
As a trainer/consultant/coach I partner with numerous clients in government, non-profit and Fortune 500 organizations to develop talent management and strategies to build ideal organizational culture. My projects use a five -step systemic approach so that underlying issues are addressed, and possible consequences are evaluated. All aspects of the organization are aligned with cultural vision. Projects involve needs assessment and organizational research to ensure an effective program or deliverable. See: www.moxysolutions.net
Projects require proposal writing, contract writing, public speaking, professional presentations.

Program Design Manager
Westwood College Online/Alta Colleges
- Program manager for course design and creation in business and general education programs
- Collaborated with subject matter experts (SMEs) to make courses innovative and instructionally sound
- Ensured course outcomes aligned with course content and materials
- Worked with course instructors to make recommended changes to course content
- Committee member and trainer for PeopleSoft implementation

Training Manager
Abacus Direct, a division of DoubleClick Inc.
- Managed the training program for 200+ person sales force. Focused on performance improvement by creating and delivering training programs to address selling skills, negotiation skills, communication skills and leadership development.
- Increased employee retention by initiating onboarding program and new employee training
- Conducted needs assessments to identify learning opportunities through observation, surveys, interviews and focus groups
- Managed training events for clients and employees including 3-day sales retreats and 2-day client training programs
- Designed, developed and facilitated training for international business partners (UK, Germany, Japan)

Learning Consultant
Time Warner Telecom, Greenwood Village, CO

- Presented change management training using Zenger Miller tools
- Designed and facilitated courses on new back office system

PUBLICATIONS AND PRESENTATIONS

Published Works

Vrba, T., & Mitchell, K. (in press). Contemporary classroom innovation: Exploration. *Journal of Instructional Pedagogies.*

Vrba, T., & Mitchell, K. (October 2018). *Contemporary Classroom Innovation: Exploration and Review*. 25th IAMB Conference, Lisbon, Portugal, conference proceedings.

Mitchell, K., & Spranger, A. (February 2018*). Women's perceptions of working with women: A Qualitative study.* Academy of Human Resource Development Conference, Richmond, VA, conference proceedings.

Spangle, M., & Mitchell, K. (2012). Social media, mediation and public policy. *ACResolution*, *11*(2), 12 -16.

Spangle, M., Mitchell, K. (2010). Generational conflict in organizational settings. *Practical Dispute Resolution, 5,* 25-34.

Peer-reviewed Submissions

Spranger, A., & Mitchell, K. (November 2018). Women's Perceptions of Women in Leadership. ILA Women & Leadership Conference on *Building Solutions, Harmony, and the Greater Good. Multiversity, CA.* [accepted, conference June 2019]

Mitchell, K. (2016). *Retaining Millennials: A case study exploring if and why they job-hop*. 2016 BIMTECH's International Conference on Management Cases. Greater Noida, India.

Williamson, J., & Mitchell, K. (June 2014). Leadership 2050: The changing expectations of those who lead, those who follow, and those who develop leadership in organizations. For *Leadership 2050: Contextualizing Global Leadership Processes for the Future, 2015 Edition*. [Proposal accepted for article chapter, not in final publication].

Spangle, M., & Mitchell, K. (2012). Impacts of communication technologies on American culture. *The Journal for the Theory of Social Behavior.* [Not accepted]

Conference Presentations

Rowland, J., Abbot, F. & Mitchell, K. (April 2019). *Generational differences* [Poster]. 2019 ACMA National Case Management Conference in Seattle, WA. [poster accepted]

Spranger, A., & Mitchell, K. (March 2018). *Women working with women: A qualitative study.* Conference on Global Status of Women and Girls, Christopher Newport University, VA.

Mitchell, K., & Spranger, A. (February 2018*). Women's perceptions of working with women: A Qualitative study.* Academy of Human Resource Development Conference, Richmond, VA.

Mitchell, K. (December 2016). *Retaining Millennials: A case study exploring if and why they job-hop.* International Conference on Management Cases, Greater Noida, India.

Mitchell, K. (August 2016). *Findings on employee empowerment.* Humanistic Management Preconference of Academy of Management, Anaheim, CA.

Mitchell, K. (September 2015). *APA basics.* Fielding Graduate University Virtual Retreat.

Mitchell, K., & Spranger, A. (October 2013). *Mean girls, queen bees and BFFs: Diverse perspectives of women in organizations.* International Leadership Association Conference, Montreal, Québec.

Mitchell, K., & Buchanan, K. (February 2013). *Workshop: Tools for discovering the leader within.* Tobias Leadership Conference, Colorado Springs, CO.

Mitchell, K., Nofziger, A., & Kippenhan, B. (October 2012). *Managing chaos: How Generation X women leaders and educators deal with the fast-paced, technological organization and society.* International Leadership Association Conference, Denver, CO.

Frush, K., Mitchell, K., & Gupta, K. (September 2012). *Creating inclusive learning environments.* 31st Annual Midwest Research to Practice Conference in Adult, Continuing, Community, and Extension Education,

Edmond, OK.

Frush, K., & Mitchell, K. (March 2012). *Authentic networking through social media.* Heartland eLearning Conference, Edmond, OK.

Frush, K. & Mitchell, K. (April 2010). *Inclusive practice: The importance of faculty personality and style.* Mountain Plains Adult Education Association Conference, Phoenix, AZ.

Presentations and Guest Speaking

Mitchell, K. (February 21, 2018). *Own it: Create empowering environments and relationships at work.* Ellevate Denver, Denver CO. https://www.facebook.com/Ellevate-Denver-1013609935319868/

Mitchell, K. (January 25, 2018). *Employee development for all generations.* Mile-Hi SHRM PDG meeting, Arvada, CO. http://www.milehighshrm.org/events/EventDetails.aspx?id=1046841&group

Mitchell, K. (June 27, 2017). *Communicating across generations in the workplace.* Dress for Success Community Meeting, Denver, CO.

Mitchell, K. (April 21, 2017). *Generational communication in the world of nursing*. AWHONN Conference, Loveland, CO.

Mitchell, K. (February 22, 2017). Panel speaker: *Reaching the hardest to reach*. HERO-health Think Tank Conference. San Antonio, TX. (see this link for highlights: http://hero-health.org/2017/03/hero-2017-winter-think-tank-proceedings-on-the-employee-experience-part-2/)

Mitchell, K. (January 18, 2017). *Generational Communication*. Speaker, Regis University Leadership Institute, Denver, CO.

Mitchell, K. (May 2016). *Best practices for intra-organizational communication*. FOCUS, Genesee, CO.

Mitchell, K. (February 2016). *Leading Millennials.* Leadership Douglas County, Highlands Ranch, CO.

Mitchell, K. (2013). "All things social media." *Amerika Now Radio Show.* Archived link http://barbadamslive.com/?p=7009

Mitchell, K. (August 2013). *Technology use among generations.* [Guest speaker]. Generational Conflict course, Regis University, Denver, CO.

Mitchell, K. (August 2012; June 2011). *Social media and business: Best practices.* [Guest speaker] MBA Professional Communication course, Regis University, Denver, CO.

SERVICE

- July 2017 – November 2017: Member of Affiliate Faculty Task Force, *Regis University*
- July 2016 – present: Serve as faculty advisor for Lambda Pi Eta and Alpha Sigma Lambda Honor Societies, *Regis University*
- July 2016 – present: Advisory board member, *CWorx Training*
- Fall 2016 - present: Teach for Jesuit Worldwide Learning to provide tertiary education to adult students living at the margins in a variety of locations. These locations include Kenya, Malawi, Jordan, Myanmar, Afghanistan, Rwanda, and Brooklyn
- August 2016 – present: Steering committee member, **BE-ing@Work*
- February 2016 – present: Manuscript Reviewer, *Berrett-Koehler Publishers, Inc.*
- January 2016: Revised courses dealing with social media and cyber communication (COM215, COM406, & COM467). Included filming weekly overview videos for online sections, *Regis University*
- June 2014: Co-facilitated free workshop for Regis students and friends with Karen Buchanan. *Women in leadership – Your story, Regis University*
- Spring 2014 – 2015: Member of faculty revision team for core graduate courses (MAPC601, 602, 603) and update curriculum, *Regis University*
- May 2013 – 2014: Committee member, Mediation across Borders International: Greek Dialogue Project. Worked on social media team to enhance global awareness about the project
- May 2013 – 2015: Selected by four peers to be the student member/reader for their dissertations at Fielding

Graduate University. Dissertations: Frank, J. (2012). *What role will news play in preserving and advancing democracy in the digital generation?* Forbes-Öste, H. (2016). *Wearables and presence of mind in the workplace;* Arnold, C. (2016) *Silencing of women leaders;* Sandovar, A. (est. Spring 2018). *Cultural narratives in video game design*

- June 2012 – 2016: Cluster Connect for Denver student cluster, *Fielding Graduate University*
- June 2012 & 2013: Conference paper reviewer for BIMTECH's International Conference on Management Cases (http://www.bimtech.ac.in/icmc/guidelines.html)
- January 2012 – present: Center for Creative Leadership (CCL), *Leading Insights* panel member
- January 2010 – present: Conduct quarterly *Foundations of APA* workshops for Learning Commons, *Regis University*
- January 2010– May 2010: Committee member for IRB education. One outcome was creating videos about the IRB *(https://www.youtube.com/watch?v=8fNlyCB3foc)*, *Regis University*
- January 2010 – 2017: New faculty mentor, *Regis University*
- August 2008 – present: Attend quarterly Master of Arts symposiums. Lead sessions and evaluation capstone presentations. *Regis University*

PROFESSIONAL DEVELOPMENT AND SCHOLARSHIPS

- May 20 – 24, 2019: Attended Course Design Institute, *Center for Teaching and Learning, Regis University*
- February 2018: Attended *Academy of Human Resource Development Conference*, Richmond, VA
- November 2017: Completed *Strategies to Increase Faculty Motivation*, online workshop, Online Learning Consortium
- October 2017: Attended *Region 7 Fall Conference, ACBSP Regions: Western Council – Region 7*, Denver, CO
- September 2017: Attended *Teaching and Learning with Technology Symposium (TLTS)*, Denver Colorado
- October 2016 – present: Attend quarterly meetings and other events of *HRundergroundX* meet-up to discuss pertinent HR topics with practioners.
- September 2016: Attended *Denver Startup Week* sessions on human resources, organizational culture and education reform. Denver, CO
- May 2016: Received academic scholarship to attend *Aspen Institute's Socrates Program* (held in Aspen, CO)
- March 2016: Attended course *Using Infographics for Teaching,* Regis University
- August 2015: Attended *Academy of Management Annual Meeting*. Selected to attend the organizational development and change division's doctoral consortium. Vancouver, BC
- July 2015: Recipient of *Fielding Common Scholarship Research Grant* for doctoral dissertation research
- September 2014: Attended *Media Workshop - Creating and Uploading Professional Videos for Social Media*, Fielding Graduate University
- October 2013: Attended *International Leadership Association (ILA) Conference*, Montreal, Canada
- October 2013: Attended *Association of Internet Researchers (AoIR) Conference*, Denver CO
- June 2013: Attended *Media Collaboration Workshop* at Media Evolution in Malmo, Sweden
- February 2013: Attended *Tobias Leadership Conference*, Colorado Springs, CO
- October 2012: Attended *International Leadership Association (ILA) Conference,* Denver, CO
- September 2012: Attended *Midwest Research to Practice Conference in Adult, Continuing, Community, and Extension Education*, Edmond, OK
- March 2012: Presenter and attendee at *Heartland eLearning Conference*, Edmond, OK
- November 2010: Attended *Women in Leadership* Conference, Denver CO
- March 2009: TCC 14th Annual Conference: *The New Internet: Collaborative Learning, Social Networking, technology Tools and Best-Practices*, online conference
- February 2007: Western States Communication Association Conference, Seattle, WA
- July 2007: *Career Development Using the Myers-Briggs Assessment*, CPP

- July 2004: *Coaching*, Richardson
- December 2004: *Negotiation for Competitive Advantage*, Stuart Diamond
- June 2003: *Effective Negotiation*, Chester L. Karrass

PROFESSIONAL MEMBERSHIPS

- International Leadership Association (ILA)
- Academy of Human Resource Development (AHRD)
- Society of Human Resource Management (SHRM)
- Organizational Development Network (OD-Net)
- Academy of Management (AOM)
- Association for Talent Development (ATD)

CERTIFICATIONS

- SHRM – SCP (Senior Certified Professional)
- Myers-Briggs (MBTI) Qualified, CAPT
- Mediation Certification, Bear Wolf Consulting and Mediation Services, Inc.
- Quality Action Teams Facilitation Certification, Organizational Dynamics, Inc.

RESEARCH INTERESTS

My current research projects consider integral aspects of organizational behavior and leadership. Several articles have been submitted or are in the editing stage while other projects are in my research pipeline.

- **Employee empowerment and engagement** – Research for my dissertation was exploratory in nature. It explored whether current measures of employee empowerment are valid and whether employee empowerment varies with generation. I have continued to research in this area and am working on a new instrument to measure empowerment.

- **Generational cohorts** – Generational cohorts has been an interest to me as a practioner and instructor. My dissertation included a generational cohort component. A case study on Millennials was accepted for an international conference this year and another has been submitted for publication. I have written other case studies about the dissertation work and consulting situations that will be submitted this year. My goal is to continue to work in this area as Generation Z begins to graduate from high school.

- **Women's relationships in the workforce** – This project is a continuing study with several partners. We have looked at women's relationships at work. We hope to see how women in different generations relate to other women in the workplace. To date, we have conducted 20 interviews and have 270+ survey responses for Phase 1. Phase 2 has yielded 100+ more survey responses that we are currently analyzing.