

JENNIFER A. MOSS BREEN, Ph.D.

Director

Bellevue University Ph.D. in Human Capital Management Program
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Academic Preparation

Ph.D. in Leadership Studies, College of Human Studies, University of Nebraska-Lincoln.
August, 2006.

Concentration: Interpersonal Communication Skills, Political Skills, Motivation,
Citizenship, Organizational Behavior and Theory, Gender and Diversity
Advisor: Dr. John E. Barbuto

Dissertation: Testing the Relationship Between Interpersonal Political Skills, Altruism,
Leadership Success and Effectiveness: A Multilevel Model

M. A. in Educational Psychology – Quantitative and Qualitative Methods in Education,
University of Nebraska, Lincoln, December, 2007

Concentration: Psychometric Measurement, Survey Development, Learning Strategies,
Creativity, Program Evaluation, Statistical Analysis, Quantitative and Qualitative
Research and Analysis
Advisor: Dr. Barbara Plake

Distance Learning and Technology Institute – completed Graduate Assistant Certification
Program, December, 2003.

M. S. in Leadership Education, University of Nebraska, Lincoln, 2002

Concentration: Leadership Development, Human Resource Development, Teaching and
Instruction

Thesis: The Prince's Tyranny: A Framework Exploring the Effects of the Machiavellian
Disposition on the Relationship Between Motivation and Influence Tactics
Advisor: Dr. John E. Barbuto

B. S. in Business Education, University of Nebraska, Lincoln, 1986

Awards and Honors

- *Farmers National Company Fellowship, Awarded September, 2001
- *Graduate Student Honors Fellowship, Awarded October, 2002.
- *Farmers National Company Fellowship, Awarded September, 2003
- *Best Paper, Midwest Academy of Management Regional Conference, Minneapolis, MN, 2004
- *Holling Family Teaching Award, 2005

Research Skills

- Lead researcher in quantitative field study that yielded four publications in peer-reviewed journals
- Conducted meta-analytic review of influence tactics and related variables
- Perform in-depth literature reviews with synthesis
- Regular and on-going literature reviews using proprietary databases
- Developed research case studies for ongoing use in departmental courses
- Utilized SPSS statistical program extensively
- Lead researcher - grounded theory research project on measurement of Human Capital
- Lead research peer and corporate research teams in measurement of human capital investment projects

Research Interests

Human Capital Management, Knowledge Management, Political Skills, Motivation, Servant Leadership, Ethics, Organizational Citizenship Behavior, Altruism, Positive Organizational Behavior, Gender Issues in Leadership, Educational Pedagogy and Distance Learning.

Publications

- Moss, J. A. & Parsons, G. (2001). Remember the Titans: Case study examining transformational leadership, servant leadership, power and change. *Journal of Behavioral and Applied Management*, 5, 152-165.
- Moss, J. A. & Barbuto, J. E. Jr. (2002). Framework development examining the effects of the Machiavellian disposition on the relationship between motivation and influence tactics. *Journal of Leadership and Organizational Studies*, 9, 29-41.

- Moss, J. A. (2003). Assessing political leadership: A review of Christie and Geis' (1970) Mach IV measure of Machiavellianism. *Journal of Leadership and Organizational Studies*, 11, 26-31.
- Moss, J. A. & Barbuto, J. E. Jr. (2004). Machiavellian's association with sources of motivation and downward influence strategies, *Psychological Reports*, 94(3), 933-943.
- Moss, J. A. Barbuto, J. E. Jr. & Matkin, G. S. (2005). Influence of sex differences in leaders' behavior, *Psychological Reports*, 96(2), 499-510.
- Barbuto, J. E. Jr. & Moss, J. A. (2006). Dispositional effects in intra-organizational influence tactics: A meta-analytic Review, *Journal of Leadership and Organizational Studies*, 12, 30-45.
- Barbuto, J. E. Jr. & Moss, J. A. (2006). A validity generalization procedure to test relations between intrinsic and extrinsic motivation and influence tactics, *Psychological Reports*, 99, 121-124.
- Moss, J. A. (2007). Unfolding the mystery: Human capital investment in organizations – a collective case study. *Innovation@work*, 1.
- Moss, J. A. (2008). Political skills as building blocks to human capital. *Innovation@Work*, 2(5).
- Moss, J. A. (2009). Discerning the incremental value of education: Moving from intuition to fact. *TAPwire Newsletter*, Counsel for Adult and Experiential Learning (CAEL), February.
- Moss, J. A. & Chevalier, M. (2009). Improving the measurement of sales readiness initiatives, *Training Industry Magazine*, September.
- Moss, J. A. & Barbuto, J. E. Jr. (2010). Testing the relationship between interpersonal political skills, altruism, leadership success and Effectiveness: A multilevel model, *Journal of Behavioral and Applied Management*, 11(2), 155-174.
- Moss, J. A. (2010). Innovation – The next frontier in the human capital agenda? *CLO Magazine*, Spring
- Moss Breen, J. A. & Barbuto, J. E. (In Press). Doctoral advising, research productivity and the academic balancing act: Insights from Michael Hitt, Edwin Locke, Fred Luthans, Lyman Porter, and Anne Tsui. *Organizational Management Journal*.

Conference Presentations/Proceedings

- Moss, J. A. & Murnane, J. A. (2010). Valuing Intangibles – Working Through a Step By Step Process to Demonstrate Business Impact of “Fuzzy” Variables, The Conference Board Pre-Conference Workshop, New York City, October.
- Moss, J. A. (2010). Toward The New Normal, Panel Discussion. The Conference Board Pre-Conference Workshop, New York City, October.
- Echols, M., Bassi, L. & Moss, J. A. (2010). Thinking Like Your CEO – Hands-on Session Designed to Help You Gain C-Suite Attention. The Conference Board Pre-Conference Workshop, San Diego, CA, November.
- Moss, J. A. (2010). Toward The New Normal, Panel Discussion. The Conference Board Pre-Conference Workshop, San Diego, CA, November.
- Thomas, L., Stark, E., Moss, J., and Artz, P. (2010). Publishing, Professing and Perishing: Work-Life Balance in Academia. Institute of Behavioral and Applied Management, San Diego, CA, October.
- Youssef, C., Poppler, P., Ashley, G. & Moss, J. A. (2010). Return on Investment in Human, Social and Psychological Capital: The Search for Yeti", Academy of Management, Montreal, CA.
- Moss, J. A. (2010). Where are the Leaders? Chief Learning Officer Symposium, Boca Raton, Florida, April.
- Byerly, B. & Moss, J. A. (2009). Executing a Measurement Project in Your Organization. The Conference Board, New York City, November.
- Moss, J. A. & Hare, J., (2009). Converting Intangibles to Tangibles, OD Network, Omaha Nebraska, November.
- Beresford, B. & Moss, J. A. (2009). Impacting Performance Through Predictive Analytics, Chief Learning Officer Symposium, Colorado Springs, September.
- Moss, J. A. (2009). What’s Stopping Learning Leaders From Capturing the Business Impact of Their Programs? A Grounded Theory Study. Institute of Behavioral and Applied Management, Washington, D.C., October.
- Sosik, J. J. & Moss, J. A. (2009). Assessing Leadership Development in Graduate Business Education: Program Development and Proposed Study. Institute of Behavioral and Applied Management, Washington, D.C., October.
- Moss, J. A. & Barbuto, J. E. Jr. (2009). Success in Academia: A Panel Discussion with Four High-Achieving Scholars. Professional Development Workshop, Academy of Management, Chicago, IL, August.

- Moss, J. A., Linenberger, S. & Stark, E. (2008). The Politically Skilled Servant Leader. Institute of Behavioral and Applied Management, Orlando, FL. October.
- Moss, J. A. (2008). Measuring Human Capital: A Grounded Theory Study. Sustainable Practice Action Research Community Workshop, Academy of Management. Anaheim, CA. August.
- Moss, J.A. (2007). Testing the Relationship Between Interpersonal Political Skills, Altruism, Leadership Success and Effectiveness: A Multilevel Model. Institute of Behavioral and Applied Management, Reno, NV. October.
- Moss, J. A. (2007). Outstanding Organizational Behavior Scholars – Success is No Gamble: A Collective Case Study, Submitted to the Institute of Behavioral and Applied Management, Reno, NV. October.
- Moss, J. A. & Hittlet, B. V. (2005). Invited Workshop: Transcending Pedagogy to Andragogy in Online Learning - Strategies that Bring Electronic Education Alive, Institute of Applied and Behavioral Management, Scottsdale, AZ. October.
- Moss, J. A. (2005). Chair, Doctoral Symposia: Panel: Sandy J. Wayne, Robert C. Liden, Douglas R. May & Kenneth R. Thompson, Midwest Academy of Management, Chicago, IL. March.
- Moss, J. A. & Burbach, Mark (2004). Invited Workshop: The New Faculty Experience: A Symposium for Doctoral Students and Faculty, Institute of Behavioral and Applied Management, Newport, RI. October.
- Moss, J. A. (2004). Developing a Framework of Leadership Success and Effectiveness, Political Skills, Altruism and Egoism, Institute of Behavioral and Applied Management, Newport, RI. October.
- Moss, J. A. (2004). Chair, Doctoral Symposia: Panel: John E. Barbuto, Jr., Douglas May, Thomas Martin & Catherine Schwoerer: Midwest Academy of Management, Minneapolis, MN. April.
- Moss, J. A. (2004). Assessing Political Leadership: A Review of Christie and Geis' (1970) Mach IV measure of Machiavellianism, submitted to Midwest Academy of Management, Minneapolis, MN. April. Awarded Best Paper
- Barbuto, J. E. Jr. & Moss, J. A. (2003). A Meta-analytic Review of Dispositional Antecedents of Intra-organizational Influence Tactics. Academy of Management, Seattle, WA. August.

- Moss, J. A. (2003). Gender and Leadership: Individual Differences that Impact Evaluation and Performance, Institute for Behavioral and Applied Management, Tampa, FL. October.
- Hughes, L. & Moss, J. A. (2003). Entrepreneurs and Motivation: Framework Development for Success. Midwest Academy of Management, St. Louis, MO. April.
- Moss, J. A. (2003). Chair, Doctoral Consortia: Panel: John E. Barbuto, Jr., Douglas May & Catherine Schwoerer: Topics: Professional Ethics in Academia, Planning for Productivity, Feedback without Fear, Managing your Advisor (and Yourself), Rhythms of Academic Life, Beyond the ABD, & Networking. Midwest Academy of Management, St. Louis, MO. April.
- Moss, J. A., Barbuto, J. E. Jr. & Goertzen, B. J. (2003). Boundaries of the Mind and its Relationship with Executives' Downward Influence Strategies: A field Study. Midwest Academy of Management. St. Louis, MO. April.
- Moss, J. A. , Barbuto, J. E. Jr. & Matkin, G. S. (2002). Gender Differences in Downward Influence Strategies. Midwest Academy of Management. St. Louis, MO. April.
- Moss, J. A. & Barbuto, J. E. Jr. (2002). The Machiavellian Disposition and its Moderating Effect Between Sources of Motivation and Influence Tactics – An Empirical Study. Institute of Behavioral and Applied Management, Denver, CO. November. Best Paper Nomination
- Barbuto, J. E. Jr. & Moss, J. A. (2002). Dispositional Antecedents of Intra-organizational Influence Tactics – A meta-analysis. Institute of Behavioral and Applied Management, Denver, CO. November. Best Paper Nomination
- Moss, J. A. & Barbuto, J. E, Jr. (2001). The Prince's Tyranny: Discovering the Relationship between Sources of Motivation and Influence and the Moderating Effect of the Machiavellian Disposition. Institute for Behavioral and Applied Management. Charleston, SC. November. Best Paper Nomination
- Moss, J. A. & Parsons, G. (2001). Remember the Titans: Case Study Examining Transformational Leadership, Servant Leadership, Power and Change. Eastern Academy of Management. New Haven, CT. May.

Teaching and Research Experience

Adjunct Instructor, January 2008 – 2010. Ashford University, College of Business.

- Organizational Management Strategy
- Visual Literacy in Business
- Human Resource Management
- Managerial Economics

- *Adjunct Instructor*, Spring, 2009 and Spring 2010, Bellevue University Masters of Arts in Management Program.

- Leadership

Assistant Professor, July, 2007 to November, 2008, Bellevue University, College of Business.

MBA 505 – Survey of Business Functions, lead instructor

BA232 – Foundations of Management, lead instructor

BA450 – Business Ethics, course developer and lead instructor

Instructor, Spring, 2009, Nebraska Wesleyan University, Advantage Program.
Introduction to Leadership, Communications 140.

Instructor, Spring, 2008, Nebraska Wesleyan University, Advantage Program.
Introduction to Leadership, Communications 140.

Instructor, Spring, 2007, Nebraska Wesleyan University, Advantage Program.
Introduction to Leadership, Communications 140.

Instructor, Spring, 2007, Nebraska Wesleyan University, Advantage Program.
Small Business Management (Entrepreneurs). Business 274

Instructor, Spring, 2007, College of St. Mary, College of Business
Organizational Behavior, Business 325

Instructor, Spring, 2007, University of Nebraska-Lincoln, Department of Agricultural Leadership, Education and Communication.
Classic Figures in Leadership, Graduate Course, ALEC 814

Instructor, Fall, 2006. University of Nebraska-Lincoln, Department of Agricultural Leadership, Education and Communication. Research in Leadership, Graduate Course, ALEC 845

Conference Coordinator, Summer, 2006. University of Nebraska-Lincoln, Department of Agricultural Leadership, Education and Communication.

- Led team to develop Inaugural Servant Leadership Conference held in September, 2007 through contract development of conference site, project plan, timelines, schedule, publicity, speakers, format and outcomes.

Research Assistant, Spring 2006. University of Nebraska-Lincoln, Department of Agricultural Leadership, Education and Communication.

- Assisted Dr. John E. Barbuto leadership development program preparation for Extension appointment
- Assisted graduate students with case study development
- Assisted Dr. Dan Wheeler with Community Leadership Development research project

- Assisted Dr. Dan Wheeler and Dr. Patricia Fairchild with Servant Leadership research project
- Initiated Creativity and Leadership research project

Instructor, Fall/Spring 2004-2005. University of Nebraska-Lincoln, Department of Agricultural Leadership, Education and Communication, Instructional Internship in Interpersonal Skills for Leadership, ALEC 102.

Distance Education Coordinator, Summer, 2004. University of Nebraska-Lincoln, Department of Agricultural Leadership, Education and Communication. Served as liaison between Professor Lloyd Bell and Professor Arlen Etling and Instructional Designer in order to implement the creation of three graduate distance education courses in program planning, program implementation and program evaluation.

Instructor, Fall/Spring 2003-2004. University of Nebraska-Lincoln, Department of Agricultural Leadership, Education and Communication, Instructional Internship in Interpersonal Skills for Leadership, ALEC 102.

Instructor, Fall/Spring 2003-2004. University of Nebraska-Lincoln, Department of Leadership, Education and Communication, Ethics in Agriculture and Natural Resources, ALEC 388.

Research Assistant, 1999 to 2003. University of Nebraska-Lincoln, Department of Agriculture, Leadership, Education and Communication.

- Assisted Dr. John Barbuto on the Meta-Analysis of Influence Tactics Measures Project utilizing Hunter and Schmidt procedures
- Assisted Dr. Susan Fritz on the County Commissioners Research Project
- Assisted Dr. James King and Dr. Gwen Nugent on Distance Education Consortium Project
- Assisted Dr. Susan Fritz on Cedars Home Leadership Development Project
- Karl Kuhnert two-day training on Leadership Development, The Gallup Organization, December 2002.
- Assisted Dr. John E. Barbuto on the National Association of County Officials research and extension project.

Teaching Assistant, 1999 – 2000. University of Nebraska-Lincoln, Department of Agriculture, Leadership, Education and Communication

Assisted Dr. Laverne Barrett in teaching the course “Leadership for Small Groups and Teams”

- Covered sections during professor’s long-term absence
- Wrote and evaluated quizzes
- Coordinated Leadership Simulation “Impact”
- Coordinated and guided student shadowing projects
- Planned class sessions with professor Barrett
- Develop class experiential activities

Assisted Dr. John Barbuto in teaching the course “Dynamic Leadership in Organizations”

- Covered sections in professor’s absence
- Assisted professor in class facilitation

Professional Experience

Director, April, 2010 – Present. Bellevue University Ph.D. Program in Human Capital Management. Responsible for designing and deploying Ph.D. program and providing strategic direction within the College of Business.

- Recruit, direct and mentor faculty and practitioner scholars
- Design and direct programmatic decisions and curricular development
- Develop and deliver Ph.D. level coursework
- Conduct primary research in the area of human capital management
- Recruit, advise and mentor Ph.D. students (21 to date)
- Serve as primary advisor and mentor dissertation projects
- Build national reputation for program through speaking, network development and publications
- Model leadership and innovative thinking among Bellevue University peers
- Align and guide research efforts of graduate students through work with the Bellevue University Human Capital Lab.
- Monitor and deploy budget and expenditures

Director – July 1, 2009 – May,2010. Bellevue University Human Capital Lab. Responsible for management and strategic direction of Lab with goal of becoming world’s foremost authority on human capital investment and management.

- Create strategic alliances with thought leaders in areas of measurement, metrics, and human capital investment.
- Oversee Lab employees in core functions and assemble team toward achieving Lab goals.
- Adopt and apply knowledge transfer from corporate partner, Capital Analytics.
- Represent Lab interests to broader Bellevue University audience, including Executive Committee
- Develop research agendas in all sectors – private, non-profit and government
- Recruit and socialize team members and consultants to vision, mission, and strategic goals
- Present at academic and practitioner conferences about Lab research and human capital management
- Coordinate with external marketing group to determine fruitful public relations, social media and advertising outlets as well as creation of Lab hosted events
- Build individual research portfolio surrounding human capital management
- Facilitate knowledge transfer into Bellevue University MCAP and Ph.D. programs in Human Capital Management
- Monitor Lab budget, expenditures and financials
- Advance Lab mission in peer organizations (AOM, HCI, ASTD, SHRM, IBAM, Conference Board, CU Week, CLO Symposium, Blue Moon, Corporate University Exchange, CEO)
- Oversee and scope research activity, both inside and outside Bellevue University

- Align with BU Foundation and Center for Vision and Values on path toward embedding valued behavior in organizations
- Conduct primary research in area of workforce development through National Fund for Workforce Development Partnerships
- Oversee production of Lab case studies
- Contribute to project management metrics for internal Bellevue University Projects, including Project Monarch
- Write weekly blog posts
- Oversee and coordinate with research partners on creation of grant proposals for government and other entities
- Report on and strategize on all timely activities to Executive Vice President of Strategic Initiatives and Human Capital Lab
- Advance the mission of the Human Capital Lab as connecting entity between academia and practice in the field of human capital investment, management and measurement.

Assistant Director – November, 2008 – June 30, 2009. Bellevue University Human Capital Lab. Responsible for effective leadership, growth and innovation in applied research, new measurements, decision models and business practices that increase the value created from training and education. Specific duties include the following:

- Colloquium planning
- Newsletter coordination
- Faculty research coordination and collaboration
- Research activities
- Company relationship coordination
- Develop external researcher affiliations and collaborations

Educational Consultant -- May 2005 –December 2005. White Hat Management, Akron, Ohio,. Contracted position responsible for initiation, development, implementation and evaluation of educational and business projects as assigned by Chief Learning Officer. Specific projects include the following:

- White Hat on Campus, Akron, Ohio – Project Manager. White Hat on Campus serves universities, colleges and corporations to create effective and engaging distance and blended learning opportunities through learning platform and instructional design.
 - Created economic feasibility calculator used in educational and learning partnerships
 - Provided value as project manager in business development and sales
 - Prepared needs assessment and partnership proposals
 - Product assembly and pricing
 - Budgeting
 - Authored business plan for On Pace Student Athlete Program
 - Branding and Marketing
 - Website vision and development for Lydia Learn
 - Presented papers on learning at national conference
 - Researched topics of vital importance to White Hat stakeholders and clients
- Hope Academy High School Campus, Cleveland, Ohio – Project goal to create student-centered educational experience for inner-city students. Project included school renovations, program additions, staffing, scheduling, software management, marketing,

and addition of high-tech lab with 110 student stations, curriculum implementation, and student enrollment.

- Brilliant Learning Centers, Akron, Ohio – Conduct market analysis, screen Project Manager and Staff resumes for General Manager, and serve as initial Project Manager for upstart of high-tech tutoring store and service center.

St. Marks United Methodist Church, Lincoln, Nebraska, 1996 – 1999

- Interfaced with staff, leaders and church members to determine organizational needs and build congregational engagement.
- Created, implemented and evaluated ministry programming.
- Recruited and supervised volunteer leadership development and training programs.
- Managed leadership teams that developed adult education classes, development seminars with 200+ attendance, mentoring program, family travel, and self-development programs.

Calhoun Financial Services, Columbus, Ohio, 1984 – 1990.

- Sales support and administrative functions for financial services firm
- Client interface and data collection, financial report preparation
- Held progressive roles entering as receptionist, moving to sales assistant and office manager
- Managed all functions of office including hiring staff, facilitating licensure procedure, client services, and database and software management

Professional Service

- *President*, Graduate Student Association, Department of Agriculture, Leadership, Education and Communication, 2001 – 2006.
- *Advisory Council*, Department of Agriculture, Leadership, Education and Communication, 2001- 2005.
- *Member*, Academy of Management, 2002 - present
- *Member*, Eastern Academy of Management, 2002 - present
- *Member*, Midwest Academy of Management, 2002 - present
- *Reviewer*, Institute of Applied and Behavioral Management, 2002 - present
- *Reviewer*, Journal of Behavioral and Applied Management, 2002- present
- *Reviewer*, Midwest Academy of Management, 2003 to present
- *Reviewer*, Journal of Occupational and Organizational Psychology, 2010 to present
- *Session Chair*, Institute of Behavioral and Applied Management, 2002 to present
- *Judge*, Department of Agricultural Leadership, Education and Communication, for ALEC 805, Advanced Teaching Strategies final project and presentation, Fall 2002.
- *Track Chair*, Student Division, Institute of Behavioral and Applied Management, 2002 – 2005.
- *Comprehensive Review Team*, Graduate student representative, Department of Agricultural Leadership, Education and Communication, January, 2003.
- *National Summit for Leadership in Agriculture*, Graduate student member, March, 2004.

- *President, East Campus Toastmasters, July, 2004 – July 2005.*
- *Treasurer, Institute of Applied and Behavioral Management, June 2008 – June 2010.*
- *Treasurer, El Centro De Las Americas, (Hispanic Community Center) January, 2008 to present.*
- *Member, Bellevue University Ph.D. in Human Capital Management program planning team, July 2007 to present*
- *Senior Researcher, Bellevue University Human Capital Lab, July 2007 to present*

Consultancy

- Assisted Dr. Jay Barbuto and Jill Braband in facilitating ODEGO project, Leadership Seminar, Fillmore County, NE, 2001
- Facilitated Horizons Church Small Group Leaders Session, August, 2001
- Developed and facilitated high school presentation on leadership, motivation and influence, November, 2001.
- Developed and facilitated periodic and regular graduate student association events (Massage Therapy, Writing for the Reader)
- Developed and facilitated cross-cultural program for departmental faculty, students and staff. Featured speaker Dr. Bruce Avolio and Dr. Ashwin Hurribunce. Topic: Round table discussion of cross-cultural issues in leadership, December, 2001
- Developed and presented high school presentation on entrepreneurs and motivation, December, 2002.
- Presented “Sources of Power” to County Commissioners, Lincoln, NE, 2002
- Facilitated Graduate Student Association Leadership Series: Discussion with Nebraska Governor Kay Orr, January, 2003.
- Organized “Developing your Research Skills” graduate student event, September, 2003
- Developed materials and facilitated presentation for University of Nebraska Library Employees In-Service. Topic: Assertiveness and Conflict Resolution, 2004
- Organized and facilitated University of Nebraska Finance Department in-service on stress reduction and stress management, 2004
- Developed and facilitated Bellevue University Leadership Development Sessions, 2005.
- Developed and facilitated White Hat Management Leadership Development Sessions, 2005.
- Leadership Institute Training, Omaha Public Schools, “Change Management”, June 2008, June, 2009.
- Leadership Institute Training, Army Corp of Engineers, “Change Management”, July 2008.
- Leadership Institute Training, Nebraska Hospital Association, “Leadership and Success”, October 2008.
- Training Industry Inc. Webinar entitled “The Learning Leader’s Role: Ensuring Business Impact”, November, 2008.

- Leadership Institute Training, Army Corp of Engineers, “Leadership and Change”, June, 2009.
- Talent Management Webinar entitled “Beyond the Bar Graph: Effectively Using Statistics to Enhance Presentations”, with Steve Farner, Ph.D., January 2009, January, 2010.
- Leadership Institute Training, Nebraska Hospital Institute, Fall, 2009
- Developed and led Nebraska Hospital Association Educational Advisory Group, January, 2010.
- Presenter, Chief Learning Officer Symposium, “Where Are the Leaders?” Boca Raton, Florida, April, 2010.