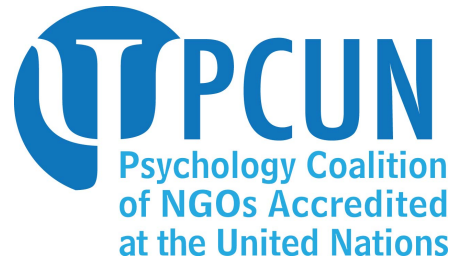




#CSocD55 #SDGs #GlobalGoals



Commission for Social Development – Side Event

“Decent Work as the Most Important Strategy for Poverty Eradication”

Date: Friday 10 February 2017

Time: 1.15-2.30pm

Location: United Nations Headquarters, Conference Room 12

Presentations/Presenters:

“Partnerships to Foster Living Wages: Project GLOW.” Molefe Maleka, Tshwane University of Technology, South Africa

“Climate Change and Employment: Building Sustainable Resilience.” Peter R. Walker, NGO Representative for International Council of Psychologists (ICP) and Society for the Psychological Study of Social Issues (SPSSI)

“Decent Work, Not Just a Job, as the Pathway Out of Poverty: Voices of Low-Income Women in Nicaragua.” Virginia E. Schein, Gettysburg College

“Humanitarian Work Psychology’s Contributions to Poverty and Mortality Eradication.” Mathian Osicki, IBM

“Employer Practices to Improve Employment Outcomes for Individuals with Disabilities.” Susanne M. Bruyere, Cornell University

Discussant: Walter Reichman, OrgVitality

Chair: Mary O’Neill Berry, NGO Representative for International Association of Applied Psychology (IAAP)

Co-Sponsored by International Association of Applied Psychology (IAAP), International Council of Psychologists (ICP), Psychology Coalition of NGOs Accredited at the United Nations (PCUN), Society for Industrial and Organizational Psychology (SIOP), and Society for the Psychological Study of Social Issues (SPSSI)

PERSONAL DETAILS:	
Surname :	Maleka
First Names :	Molefe
Cell Number	0825328169
Work Number	012 382-5630
Nationality :	South African
ID Number :	7106195711088
Transport :	Own
Health :	EXCELLENT
Residential Area :	Gauteng (CENTURION)

EDUCATIONAL DETAILS:	
TERTIARY QUALIFICATIONS	
Institution:	Unibo (Currently known as University of North West) 1994 <ul style="list-style-type: none"> Major subjects Psychology 3, Sociology 3 & Statistics 2
Qualification:	B Soc Sc
Institution	B-Tech Human Resource Management Pretoria(Currently known as Tshwane University of Technology) 1999 <ul style="list-style-type: none"> Advanced Strategic Management Advanced Training Management Advanced Labour Relations Advanced Organisational Behaviour/Development Research Methodology
Qualification:	BA Honours: Industrial Sociology <ul style="list-style-type: none"> Group Dynamics Research Methodology Research Seminar Labour Law/ Labour Relations Sociology of work Statistics for Human Sciences
Honours Topic	Attitudes of nursing students towards HIV+ patients
Institution:	University of Rand Afrikaans 2002
Qualification:	MA: Industrial Sociology
Institution:	University of Johannesburg 2006
MA Topic:	Employee Wellness Programme And The HIV/AIDS-Related Needs Of Lowest Strata Employees: Nissan, Rosslyn
Course Work	Globalisation, Race, Class and Gender.

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Course Work	Globalisation, Race, Class and Gender.

ETDP	Registered as a Facilitator, Assessor and Moderator at the ESETA in 2008
Qualification	Certificate in Project Management in 2008 <ul style="list-style-type: none"> • Risk Management • Quality Management • Project management in Business Context • Principles of Project Management • Labour Law • Contract • Human Side • Financial Management and Costing
Institution	University of Pretoria
Qualification:	D Litt et Phil Sociology in 2012
PHD Topic:	An in-depth investigation into causes of employee dissatisfaction at Business Application Solution Centre (BASC), Eskom
Institution	University of South Africa (UNISA)

OTHER TRAINING:	On Job Experience
ICT training	MS Office, Internet, Microsoft Outlook, PowerPoint, Excel, Microsoft Project, Softsim, Paint, Dreamweaver
Financial management training	<ul style="list-style-type: none"> • Finance for non-financial managers at UNISA 2013 • Passed Finance 2 module at UNISA in 2014
Labour law training	Completed Post Graduate Diploma Labour Law at University of Johannesburg in 2014
Other training	<ul style="list-style-type: none"> • License to teach and license to supervise • Curriculum development • Performance management • Survey Monkey • Initiating and chairing disciplinary hearings • Finance for non-finance managers • Certificate course for Doctoral Supervisors • Introduction to SPSS

ACADEMIC EXPERIENCE

COMPANY	Tshwane University of Technology (TUT)
CAREER PROGRESSION	<ul style="list-style-type: none">• Joined TUT as a lecturer (01 August 2011)• Promoted as a senior lecturer (01 October August 2013)• Appointed as an academic manager at eMalahleni campus (01 August 2012 to 30 April 2014)• Appointed as Head of the People Management and Development Department in Pretoria (01 April 2014 to date)

Responsibilities are as follows:

Curriculum development

- Wrote a motivation to change the offering mode of Structured Masters in Labour Relations from annual to semester, and the motivation was approved at Senate
- **Category A HEQSF alignment:** I was involved in the name change of master's and doctorate qualifications, and we're awaiting feedback from Department of Higher Education and Training (DHET)
- **Category B HEQSF alignment:** lead a team and make an input in the re-curriculation of qualification. The diploma is accredited by Council of Higher Education and Training (CHE)
- **Category C HEQSF alignment:** lead a team and make an input in the re-curriculation of advanced and post graduate diplomas applications. The former application has been sent to CHE. The post graduate diploma qualification will be sent to CHE month-end of October 2015. In the re-curriculation of the post-graduate-qualification, I wrote a module descriptor of Advanced Labour Law module
- I am member on the Advisory Committee Board of Polytechnic of Namibia University. I have reviewed degree and honours new curricular
- I am an external moderator for these Human Resource Management honours and master's programmes at the University of Pretoria: Diversity Management and Cross Cultural Psychology
- I am a marker of Introduction Human Resource Management module at University of South Africa

Personnel management

- Develop job advertisement and interview candidates
- Interview and select suitably qualified staff
- Workload agreement
- Lead academic and administrative staff

Strategic management

- Attend Exco and faculty board meetings faculty strategic plans are discussed
- Implement strategic objectives of the Faculty
- Member of the Senate

Budget

- Manage departmental operational budget

Operations

- Procure office equipment
- Write annual report
- Chair eMalahleni disciplinary cases

Teaching and learning

- Facilitate classes for under-graduate and industrial relations (IR) and research methodology B-Tech students

Modules:

- ✓ Foundation industrial relations
- ✓ Industrial relations 1
- ✓ Industrial relations 2
- ✓ Industrial relations 4
- ✓ Research methodology
- ✓ Co-presented labour legislation module at University of Pretoria Continuing Education in 2013
- ✓ In 2015, I was appointed as an eTutor for Introduction Human Resource Management module at University of South Africa
- Manage implementation of quality improvement plan as recommended by Quality Directorate
- I am panelists that interview recognition of prior learning applicants

Marketing

- Participate in the annual open day sessions
- I was involved in soliciting funds to exhibit at the department programmes at the Institute of People Management 70th Conference held in October 2015 in Sun City

Occupational health and safety

- Member of the campus safety committee
- Auditing of lecturer venues for SHE standard requirement
- Department safety representative

Employability

- I have partnered with IPM to apply for a discretionary grant at the Services SETA. With the assistance of the department administrator and a section head, we have managed to solicit letters confirmation letters from companies that they give 300 graduations experiential learning opportunities in 2016. The tender application was not successful

Awards and grants

- Received an award in 2006 at Nissan South Africa for executing tasks excellently on the projects in worked on
- In 2008, I worked with colleagues to accredit the Facilitation Skills course at the Energy Seta. The team came second at the 2009 Managing Director's (i.e. Dr Steve Lennon) awards held on the 31st July
- In 2014, I was awarded R72 500 as an emerging researcher
- At the IPM 2014 conference our department was given an award for being the first university in South Africa to implement the student chapter
- In 2015, I was awarded R59 795 for the DHET exchange programme to visit Massey University in New Zealand
- In 2016, TUT received a grant of R4.2 million from Services SETA that I was involved in its application process

Professional development

- I was placed at IPMF (Institute of People Management Fellow) level, which is the highest professional designation
- I am member of IPM Professional Designation Committee
- I am a member of Global Living Organisational Wage (GLOW) project formed on 3rd February 2016 in New Zealand

- In 2015, I was invited as a panelist in the South African Board for People Practice accreditation of CTI campus in Pretoria
- I was invited as a one of the panelists in May 2015 City at the Tshwane Leadership Conference and made a presentation on multi-culturalism in the workplace
- I made a presentation at Massey University in New Zealand titled, "The importance of living wages in South Africa" on the 12th February 2016. The seminar was hosted by End Poverty & Inequality Cluster (EPIC), an Industrial Psychology department

RESEARCH

Supervision

- Supervise seven M-Tech and co-supervise two D-Tech Human Resource Management (HRM), one Master in Business Administration (MBA), one M-Tech Labour Relations (Structured) one D-Tech Business Administration student
- Successfully supervised these students:
 - ✓ Ranyabu, P. 2014. Customers Perceptions of Service Quality at a Telecommunications Company's Retail Outlet in Menlyn, MBA Tshwane University Technology
 - ✓ Mnisi, R. 2014. Customer Satisfaction at Protechnick Laboratories in Pretoria, MBA Tshwane University Technology
 - ✓ Lokwe, L. 2015. The effectiveness of implementing an e-Government service at the State Information Technology Agency, MBA Tshwane University Technology
 - ✓ Dano, Z. 2015. Success factors of Small and Medium Enterprises at Nelson Mandela Metropolitan Municipality, MBA Tshwane University Technology
 - ✓ Matjila, T.S. 2015. Employee perceptions of the performance management system at the South African Post Office in Pretoria, M-Tech Human Resources Management Tshwane University Technology
 - ✓ Kenosi, L. 2016. Growth factors and competitive skills for small and medium-sized enterprises in the Johannesburg air-conditioning industry, MBA Tshwane University Technology
 - ✓ Shandu, S. 2016. Role of hospital management in curbing nurse attrition rate at a public hospital, MBA North-West University Mafikeng Campus
 - ✓ Tladi, P. 2016. Factors influencing the advancement of women in management positions, M-Tech Organisational Leadership Tshwane University Technology
 - ✓ Skosana, T. 2016. Determinants of emotional reaction to job satisfaction in a South African municipality, M-Tech Human Resources Management Tshwane University Technology
 - ✓ Ntanjana, A. 2016. The employment conditions of Adventure Tourism employees in Gauteng, M-Tech Tourism Management Tshwane University Technology

Community engagement

- In 2016, I have trained job ready trainees of how to draft a business plan at Motlhompegi management consultants & projects
- In February 2016, I have co-trained research assistants in New Zealand on how to collect data from respondents visiting Mount Roskill Community Centre Café
- Did a service delivery study for eMalahleni municipality in 2014
- I have assisted the eMalahleni research unity with reviewing the Customer service survey questionnaire
- Organised IPM student chapter meetings in 2014 and 2015. One of the topics presented by an expert from industry was Legendary Leadership and it was presented at the Prestige Auditorium on the 15th of March 2015
- In March 2016, I have trained job ready students at POPUP about interview skills

Workplace reports

- Conducted a needs analysis survey in 2007 and wrote a report for Customer Care and Billing (CC&B) division at Eskom
- Maleka, M.J. 2012. An-depth investigation of the factors contributing to employee dissatisfaction at the state owned company. Unpublished report for SOC management
- Wrote a service delivery report in 2014 for one of the municipalities in the Mpumalanga province

Journals (DHET accredited)

- Maleka, M.J. & Rankhumise, E. 2014. The Impact of Management Practices on Job Satisfaction: Insights from a state-owned institution. *Problems and Perspective*, 12 (4): 476-484
- Matjila, S.T. & Maleka, M.J. & Jordaan, C. 2015. Branch managers' perceptions regarding the performance management system at a state-owned company. *Problems and Perspective*, 12 (4):171-178
- Maleka, J.M., Motsima, T., Matang, R. & Lekgothoane, P. 2016. Comparing residents' perceptions in townships and suburbs regarding service delivery by municipality under administration, accepted by *Problems and Perspective*, 14 (4): 6-13
- Maleka, M.J., Skosana, T. & Lekgothoane, P. 2016. Work satisfaction of municipality employees while performing duties under the conditions of limited financial resources, *Public and Municipal Finance*, 5 (3): 39-46

Article paper (Non-DHET accredited)

- Maleka, M.J., 2016. Influence of the living wage on equality, productivity and dignity. *People Dynamics*, 34(10): 13-15

Conference papers (DHET accredited)

- Maleka, M.J. 2013. "Management Practices Contributing to Employees Dissatisfaction at the information and Communication Technology Business Unit" has been accepted by Global Business and Technology Association (GBATA) and is published in the Reading Book
- Maleka, M.J. 2013. "Similar Management Practices Associated with Employee Satisfaction and Dissatisfaction in Two South African Workplaces" has been accepted by IBC and was published in the conference proceedings
- Mnisi, R. & Maleka, M.J. 2014. "Factors Affecting Customer Satisfaction at a Pretoria Laboratory" has been accepted by IBC and was published in the conference proceedings. The IBC conference was held in Namibia was published in the conference proceedings
- Maleka, M.J. 2015. "Factors Contributing To Managers Job Satisfaction at a South African State Owned Company" has been accepted by Global Business and Technology Association (GBATA) and published in the 2015 Reading Book
- Maleka, M.J. 2016 "Narratives of employees visiting Tshwane mall who earn above and below an estimated living wage" accepted at GBATA and will be published in the conference proceedings in October 2016
- Skosana, T. Maleka, M.J. & Lekgothoane, P. 2016. "Determinants that relate stronger with job satisfaction or emotion: Evidence from a South African municipality" has been accepted by SAIMS and will be published in the conference proceedings

Conference papers (Non-DHET accredited)

- Maleka, M.J. 2013. "Trends in employee grievances in the workplace" was presented at the SEMTI conference held in Midrand

Thesis examination

- Van Dyk, GC. 2014. "Exploring organizational discrimination in a South African mine," MBA North-West University Potchefstroom Campus
- Lubbe, H.H. 2016. "The relationship of wellness construct in employees coping in a petrochemical organisation in South Africa," University of South Africa, Master's in Commerce in HRM
- Steinmann, R. 2016. "Investigating the relationship between job characteristics and job satisfaction in the steel manufacturing industry," MBA North-West University Potchefstroom Campus

- Ximba. T.M. 2016. "Career advancement challenges facing people with disabilities in South Africa." University of South Africa, Master's in Commerce in HRM
- Diale, C. 2016. Black Africa women in South African male-dominated entrepreneurial environments, MCom Industrial Psychology
- Makhoa, M.I. 2016. Assessing satisfaction with the change management process and work engagement levels of engineers in an electricity supplier MBA North-West University Potchefstroom

Book

- Maleka, M.J. 2010. Level4Trust: What Non-Rooted, Wealth Deceived, Immoral and Immature People Lack. This book was published in the United States of America in 2010. ISBN-13: 978-1434999764

Co-chair and reviewing of manuscripts

- I have chaired one conference session at the GBATA conference held Portugal in July 2015
- I have chaired titles, "Social Sciences Informing the Debate on a Living and Minimum National Wage" session on 09th December 2016, at the second "Science Forum South Africa", hosted by Minister Pandor in Pretoria
- I have reviewed three manuscripts GBATA conference proceedings to be held Dubai in October September 2016
- I have reviewed a manuscript IBC conference proceedings to be held Langebaan in September 2016
- I have reviewed a manuscript SAIMS conference proceedings to be held in September 2016

International collaboration

- In June 2015, our department hosted an A-rated Professor, Stuart Carr, from Massey University. Through his visit, three projects were scoped. They are on the living wages and proposals had been approved by the Faculty Ethics committee. I am a project leader in two projects that are commissioned at TUT. In the third project, I am working with scholars from University of Cape Town, Massey and Christchurch Polytechnic (CPIT). Massey and CPIT in New Zealand. In one of the living wage projects, a pilot has been conducted at a research site and data is coded in Excel and one paper has been produced and accepted in a DHET conference proceedings. In the other project, data collection have commenced in the middle of May 2016. The third project, data is collected and analysed

SME EXPERIENCE

Ecclesiastic trading enterprise

- Ensure that the company has a Tax Clearance, it is registered at CIPRO and it is accredited at the Education, Training and Development Practices (ETDP) Seta. The latter involved development of quality management system (QMS), procuring of unit standards and verification process

Transport Education Training Authority Seta

- Trained volunteers in Tshwane and Rustenburg prior to the 2009 Confederation Cup

Researcher

- Co-design of the research instrument (i.e. questionnaire)
- Review literature review for spirit and wine industry
- Edit the report

COMPANY	Nosipho
EMPLOYMENT DATES	September and October 2009
POSITION HELD	Research Consulting
PROJECT	BBBEE Project for Dti <ul style="list-style-type: none">• Looking at barriers of black entrepreneurs in the liquor industry

CORPORATE EXPERIENCE

Responsibilities are as follows:

Strategic Management

- Advise line managers about learning methodologies and strategies (i.e. blended-learning)
- Develop the training strategy for different projects
- Liaise with the senior business analyst with curriculum development, alignment and signing

Project Management

- Training efficiency project in the IT environment:
 - ✓ Development of project plan on MS Project and Excel
 - ✓ Resource allocation
 - ✓ Costing on the project (R2 000 000)
 - ✓ Facilitate user acceptance testing
 - ✓ Facilitate the process of identification Business System Trainer (i.e. trainer mapping)

- ✓ Report project progress at the weekly management meeting and on a monthly basis to Departmental Manager
- ✓ Quality assurance and development of customer care training materials and publishes them on the BASC Training Website
- ✓ Facilitate train-the-trainer workshops
- ✓ Wrote a Request of Contract motivating for contract extension on the Vortex Project

e-Learning Content Development

- Update customer care learning material using Robohelp, Softsim and Dreamweaver

ETDP: Qualifications/Experience (2008 to 2009)

- Co-write the Facilitation Skills manual
- Assessor and Moderate of Portfolio of Evidences (POEs)

Curriculum Development – April 2007 and June 2010

- Designed and developed curricula for following application for customer service applications
- Map of roles on the spreadsheet in line with their job description

Reason to leave

Better scope of work, as I'm currently developing training manuals

COMPANY	Nissan SA
EMPLOYMENT DATES	1 st May 1998 to May 2007
POSITION HELD	Training Officer

Responsibilities are as follows:

Skills Audits

- Conduct skills audit on foremen and superintendents

Talent Management (Graduate Programme)

- Recruitment and Selection
 - ✓ Develop of job profiles
- Personnel management
 - ✓ Performance reviews/appraisals
 - ✓ Induction of students
- Financial Management
 - ✓ Do payroll on the spread sheet and benchmarking of students payments

Organisational Development

- Change Management
 - ✓ Wrote a proposal to change the student scheme structure and it was approved
- Employee Wellness/Well Being
 - ✓ Did an employee wellness qualitative study. Looking at how the lowest employee HIV/AIDS-related needs can be improved
 - ✓ Attend employee wellness programme meetings

Industrial Relations

- Facilitated graduates/apprentices and interns/graduates grievances and disciplinary hearings
- Re-structuring negotiations (Section 189 of the Labour Relations Act)
- Implement of affirmative action on the graduate programme

Training

- Write training manuals (i.e. the HIV/AIDS training manual was aligned to the NQF standard)
- Attend Auto Chamber meeting – this is the MERSETA chamber

Reason to leave

- Nissan was going to a restructuring process, and the HRD shop-floor department was outsourced

REFERENCES

NAME:	Thabo Masete
COMPANY:	Nissan SA
POSITION HELD:	Training Manager
CONTACTS:	Cell phone: (0839421606)

NAME:	Kgabo Ramara
COMPANY:	Eskom
POSITION HELD:	Manager: Learning Designer Specialist
CONTACTS:	Cell phone: (0833043533)

NAME:	Patrick Lekgothoane
COMPANY:	Tshwane University of Technology
POSITION HELD:	Academic Manager at eMalahleni campus
CONTACTS:	Cell phone: (0729590259)

Peter R. Walker, PhD

A longtime member of the NGO Community at the United Nations in New York, Dr. Walker has followed sustainable development and climate change issues since the Earth Summit in Rio in 1992. More recently he has been concerned with the impact on human well-being of climate change and sea level rise on coastal cities. His PhD is in Environmental Psychology from the Graduate Center of City University in New York. An Adjunct Associate Professor at the New College of Hofstra University in the 1990's, he has taught at the College of the Built Environment, University of Washington. Dr. Walker's prior career was as an urban transportation planner with the State of California and a national consulting firm. He is a fellow of the American Psychological Association.

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Organizational psychologist with over 45 years of managerial, consulting and academic experience. Accelerates shifts in policy and strategy by implementing change management tactics and brings expertise in talent optimization, diversity management and performance programs. Top-tier management and consulting experience reflects the insurance industry, financial services, telecommunications, nonprofits and premier business schools.

EMPLOYERS/CLIENT LIST SUMMARY

American Management Association	JP Morgan Chase
British Telecommunications	Life Office Management Association
Citizens Utilities	MetLife
Esther Klein Gallery	Mobil
General Electric	Olivetti (Europe)
Head Start	Phipps Houses

ORGANIZATION DEVELOPMENT & CHANGE MANAGEMENT

Women in Management

- Led a corporate study on the effects of gender-based stereotyping on human capital depreciation. Globally replicated in China, Japan, Germany and United Kingdom.
- Designed executive seminars for C-level executives in U.S. and U.K. to enhance diversity initiatives.
- Lectured internationally on diversity topics at leading academic conferences.

Work-Family Interface

- Implemented path-breaking, enterprise-wide work/family friendly program impacting 20,000 employees at Met Life.
- Invited to testify before Committee on Governmental Affairs, U.S. Senate on productivity enhancement programs beneficial to employers and families.

Workplace Improvement

- Founding member of the Mayflower Group, a consortium of blue-chip companies that administer high quality employee opinion surveys.
- Implemented employee attitude survey program at MetLife headquarters and all decentralized operations.
- Developed research based policies to improve opportunities for low-income women.

Executive Development & Change Tactics for Executives

- Led seminars on Power Management for Wharton Executive Education Program across the U.S.
- Led seminars on Power and Influence for international executives in European locations.
- Executive coach/advisor for CEO of large nonprofit.

WORK EXPERIENCE

2007- present	<i>International Consultant</i> <i>Professor Emerita, Gettysburg College</i>
1986-2006	<i>Gettysburg College</i> Professor of Management and Psychology
1982-1985	<i>City University of New York</i> Baruch College and The Graduate Center Associate Professor of Psychology
1977-1980	<i>The Wharton School, University of Pennsylvania</i> Associate Professor of Management
1976-1977	<i>Yale University, School of Organization and Management</i> Visiting Associate Professor
1975-1976	<i>Case Western Reserve University</i> Associate Professor of Organizational Behavior
1972-1975	<i>Metropolitan Life Insurance Company</i> Director of Personnel Research - Managed staff of seven professionals responsible for the implementation of employee relations and performance improvement programs.
1970-1972	<i>Life Office Management Association</i> Manager of Personnel Research - Validated LOMA employment tests; Director of LOMA Job Attitude Survey Service; Leadership of LOMA Personnel Research Committee.
1969-1970	<i>American Management Association</i> Senior Research Associate

PROFESSIONAL DISTINCTION

Fellow, Society for Industrial and Organizational Psychology
Fellow, International Association of Applied Psychology
President, Work and Organizational Psychology Division
International Association of Applied Psychology
President, Metropolitan New York Association for Applied Psychology
Officer, Women in Management and Organization Development Divisions,
Academy of Management
Officer, Division of I/O Psychology, American Psychological Association
Council of Representatives, American Psychological Association
United Nations/NGO Representative
Founding Member, Global Organization for Humanitarian Work Psychology
Licensed Psychologist, Commonwealth of Pennsylvania
Editorial Review Boards: *Gender in Management: An International Journal*
Academy of Management Executive
Academy of Management Review
Organizational Dynamics

PUBLICATIONS

Working From The Margins: Voices of Mothers in Poverty, Cornell University Press.

Power and Organization Development, Addison-Wesley, co-author.

Over fifty publications in scientific and professional journals and books:

- *Journal of Applied Psychology*,
- *American Psychologist*
- *Human Relations*
- *Journal of Organizational Behavior*
- *Academy of Management Journal*
- *Journal of Social Issues*
- *Psychology and Developing Societies*

EDUCATION

- B.A. cum laude, Cornell University, Ithaca, NY
- Ph.D. in Industrial/Organizational Psychology, New York University, New York, NY

INTERNATIONAL PRESENTATIONS

Istanbul Kultur University, Turkey
University of Cape Town, South Africa
University of Silesia, Katowice, Poland
Sheffield University and Coventry University, United Kingdom
Lloyd's of London
British Psychological Society
NATO in Lisbon
International Congresses of Applied Psychology in Munich, Madrid, Singapore, Athens and Paris
International Congress of Psychology in Brussels
European Group for Organizational Studies in Lyon, France
European Association of Work and Organizational Psychology Congresses in Lisbon and Oslo.

COMMUNITY SERVICE & POLICY

- Book on economically disadvantaged single mothers presents recommendations impacting workplace and community policy.
- Study of women and work in Nicaragua suggests new approaches for economic and social change in developing countries.
- Boards of Directors
 - Women in Community Service
 - Keystone Research Center
 - Private Industry Council
 - Survivors, Board President
 - Gettysburg YWCA

Mathian Osicki 2017

MATHIAN (MAT) OSICKI
117 W. 123rd Apt #3A NY, NY 10027

e-mail: mosicki@us.ibm.com

WORK EXPERIENCE

IBM CORPORATION (NY, NY)

May 2013 - present

Leadership Development Partner, IBM Systems Group

- Leadership development focal within the hardware business unit for 4 General Managers
- Enabling IBM's cultural transformation via slating and succession planning for key executive positions, identification and development of key senior leaders, and strategic talent planning for future business needs
- Development and deployment of the Next Generation Senior Leader and General Manager development programs including the inception of a 2.5 day Leadership Development Forum
- Key data analytics consultant on leadership development program creation and strategic direction setting
- Project manager for the annual talent review meeting with the CEO

UNITED NATIONS (NY, NY)

July 2013 - present

SIOP NGO Consultant and Liaison, United Nations

- Nominated as 1 of 5 representatives from the 8000 person Society for Industrial and Organizational Psychology (SIOP) designated to help educate, advocate and make direct contributions to the policies, programs, and goals of the United Nations (UN).
- Contribute to the *Sustainable Development Goals (SDG)* mission, a time-bound set of goals designed to confront extreme poverty in its many manifestations.
- Focal for the efforts around ensuring "decent work" (one of the SDGs) for the youth constituency globally
- Guide work associate with the *UN Global Compact*, a strategic policy initiative designed to provide a framework to companies around sustainability and responsible business practices.

IBM CORPORATION (NY, NY)

November 2009 – May 2013

HR Partner, Sales Transaction Hub, Technical Sellers, O2O, .com, GB, Global Admin, Finance, SMS

- HR generalist for approximately 1500 employees in multiple areas of S&D in the North East US region of IBM
- Execution of general HR programs such as performance management, executive and employee compensation, talent management, selection, resources redeployment, talent training and development, succession planning

IBM CORPORATION (Nigeria, Africa)

October 2009 – March 2010

Corporate Services Corps Assignee and client focal co-lead, Cross River State, Nigeria

- Consultant to the Cross River State Ministry of Social Welfare and Community Development
- Led the effective deployment of a free health care and cash transfer program for the needy
- Initiated and closed a \$1.2M commercial contract between IBM and the Nigeria Cross River State Government

IBM CORPORATION (Armonk, NY)

September 2008 – October 2009

Senior HR Leader, Sales & Distribution Marketing & Communications (S&D M&C)

- Global HR generalist leader for approximately 100 executives world wide within IBM S&D M&C
- Strategic HR consultation on the world wide integration of the Marketing and Communications functions
- S&D M&C lead on all HR related strategies and initiatives including the management of employee and executive compensation, talent management, performance management cycles, and resource actions
- Rolled out a corporate wide merger of the Marketing and Communications functions of IBM

IBM CORPORATION (Armonk, NY)

June 2006 – September 2008

Executive Compensation Program Director Compensation & Benefits Department

- Development of executive compensation programs for IBM's 5800 executives globally
- Management of the \$650 million dollar global equity budget for all executives and employees in IBM
- Interface with legal, accounting and finance on all equity issues in IBM
- Organize and drive long term retention recommendations for the SVP HR
- Led and coordinated the July 2006 and February 2007 compensation committee board meetings
- Aided in the management of the 2007 proxy filing
- Analysis of external compensation benchmarking data

IBM CORPORATION (Bangalore, India)

March 2006 – June 2006

Project Executive India Climate Initiative, HR Department

- Led the design, development, and management of the 2006 India workplace climate initiative
- Collecting and synthesizing quantitative survey data with qualitative climate data gathered from employees and leaders in India
- Climate recommendations implemented as the foundation for the HR strategy used with IBM India's 40,000 employees

IBM CORPORATION (Armonk, NY)

June 2001 – March 2006

Advanced Analyst Lead, Global Workforce Research Department

- Provided specialized assessment and consultation on corporate climate and culture
- Senior analyst charged with the design, implementation, and analysis of large-scale (350,000 employee) global employee surveys
- Acted as IBM's principle representative for the Mayflower benchmarking group for 2 years
- Translated statistical results into strategic business objectives understood by senior leaders
- Senior analyst on the team charged with Developing IBM's upward feedback device giving all 350,000 employees globally the ability to provide feedback to their managers
- In charge of the selection and mentoring of new hires
- Nominated into IBM's leadership succession planning program (Next Gen)

NEW YORK UNIVERSITY (NY, NY)

2005 – 2006

Adjunct Professor

- Teaching and curriculum development for graduate level Industrial/Organizational Psychology classes

GLOBAL SKILLS & EXPERIENCES

Language Skills: Fluent English and Polish, working knowledge of French, some Spanish and Japanese.

Global Travel/Work Experience: Travel to 24 countries. Worked/lived in Canada, China, France, India, Japan, New Zealand, Nigeria and the US; studied in Canada, Poland, and the US; additional travel through the Australia, the Caribbean, Central and South America, Europe, and North America, Southeast Asia, and Assent to the base camp of Mt. Everest in Nepal and trekked the Inca Trail with our 2 year old (at the time up) to the lost city of Machu Picchu in Peru.

EDUCATION

UNIVERSITY OF TULSA (Tulsa, OK) Ph.D. , Industrial/Organizational Psychology with honors – 4.0/4.0 GPA	1999– 2002	UNIVERSITY OF CALGARY (Calgary, Canada) B.A. , Psychology minor: Business	1992 – 1997
UNIVERSITY OF TULSA (Tulsa, OK) M.A. , Industrial/Organizational Psychology with honors – 4.0/4.0 GPA	1997 – 1999	JAGELLONIAN UNIVERSITY (Krakow, Poland) Architecture and Polish Language with honors – award of highest graduating GPA	1992

RESEARCH & PUBLICATIONS

Osicki (2015). *Leadership Development via Humanitarian Work: IBM's Efforts in Nigeria*. Humanitarian Work Psychology and the Global Development Agenda. Pp 56-68. Routledge.

Osicki, M., & Smee, C. (2014). *Developing Socially Responsible Leaders through Services Projects*. Experience Driven Leadership Development. Pp 107-112. Wiley.

Flaherty, V. & Osicki, M. (2014). *Developing IBM Leaders through Socially Responsible Services Projects*. Using Experience to Develop Leadership Talent. Pp 205-227. Jossey-Bass.

Osicki, M. (2011). *Doing Good Well: Putting I/O into CSR*. Workshop coordinator, SIOP Conference, Chicago.

Kulkarni, M. & Osicki, M. (2010). *Global Recruitment*. Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace. Jossey-Bass.

Osicki, M. (2009). *IBM Corporate Citizenship Overview*. Practitioner Forum, SIOP Conference, New Orleans.

Osicki, M. (2006). *Using IBM Climate Survey Data as a Proxy for Stress Measurement*. Practitioner Forum, SIOP Conference, Dallas.

Osicki, M. (2005). *Cognitive Encoding Styles as Determinants of Vocational Preferences*. Poster presentation, APA Conference, Washington, DC.

Osicki, M., Colihan J. (2005). *Workplace Climate, Affect, and Employee Satisfaction*. Poster presentation, APA Conference, Washington, DC.

Osicki, M. (2005). *The Evolution of Employee Surveying at IBM*. Chair of the practitioner forum: Global Employee Surveying: Past, Present, and Future, SIOP Conference, Los Angeles.

Ellis, A. & Osicki, M. (2005). *9/11 Revisited: Were Employee Attitudes Really Unaffected?* Poster presentation, SIOP Conference, Los Angeles.

Osicki, M. (2004). *Have you Drank the Big Blue Cool-Aid Yet?: Assimilating and Listening to New IBMers.* Practitioner Forum, SIOP Conference, Chicago.

Osicki, M.A. (2002). *Cognitive Determinant of Vocational Preference: Internal/External Encoding Styles and Choice of Major.* Dissertation. Supervised by Dr. Pawel Lewicki.

Osicki, M.A. (1999). *Longitudinal Correlations between Mathematical, Scientific and Musical Aptitude.* Consulting

work done for the Oklahoma School for Science and Math. Supervised by Dr. Robert Hogan.

Osicki, M.A. (1998). *The Psychological Contract and its Effect on the Job Satisfaction of Temporary Employees.*

Master's Thesis. Supervised by Dr. Robert Sinclair.

Osicki, M.A. (1998). *Anger in the Workplace.* Paper presented at Southwestern Psychological Association Conference, New Orleans. Supervised by Dr. Robert Sinclair.

Osicki, M.A. (1997). *An Integration of the Current Literature on Anger in the Workplace.* Undergraduate thesis.

Supervised by Dr. Wilf Zerbe.

SUSANNE M. BRUYÈRE

CORNELL UNIVERSITY
New York State School of Industrial and Labor Relations
201k Dolgen Hall
Ithaca, New York 14853-3901

607/255-9536 (Voice); smb23@cornell.edu (e-mail); 607/255-2763 (Fax); 607/255-2891 (TTY)

EDUCATION

PhD, Rehabilitation Counseling Psychology, 1975
University of Wisconsin – Madison

M.P.A., Public Administration, 1975
M.A., Adult Education, 1977
Seattle University, Seattle, Washington

M.S. Ed., Rehabilitation Counseling, 1972
University of Southern California, Los Angeles, California

B.A., Psychology and Special Education, 1970
D'Youville College, Buffalo, New York

CERTIFICATION AND LICENSURES

Fellow, American Psychological Association (since 1995)
Senior Human Resource Professional (Society for Human Resource Management)
Certified Rehabilitation Counselor (#10355)
National Board Certified Counselor (#16726)
Certified New York State Special Educator

PROFESSIONAL EXPERIENCE

2005- present	Professor of Disability Studies , Cornell University, ILR School, Outreach/Extension Division, Ithaca, New York.
1991-present	Director , K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, Cornell University, ILR School, Extension Division, Ithaca, New York.
2005- 2015	Associate Dean of Outreach , Cornell University, ILR School, Outreach/Extension Division, Ithaca, New York.
1993-1998	Director , Disability Case Management and Employee Assistance Program, Office of Human Resources, Cornell University, Ithaca, New York.
1987 to 1991	Associate Director , Human Services Administration Program, and Project Director , Rehabilitation Workshop and Facility Personnel Grant, Cornell University, School of Industrial and Labor Relations, Extension Division, Ithaca, New York.
1986 - 1987	Assistant Director , Rehabilitation Workshop and Facility Personnel Grant, New York State School of Industrial and Labor Relations, Extension Division, Cornell University.
1981 - 1985	Associate Professor , Department of Rehabilitation, and Assistant Director , Regional Rehabilitation Continuing Education Program, Seattle University, Seattle, Washington.
1975 - 1981	Assistant Professor and Research Specialist , Department of Rehabilitation, Seattle University, Seattle, Washington.
1981 - 1984	Psychology Associate , Behavioral Medicine, Biofeedback and Psychological Services, Seattle, Washington.

- 1973 - 1975 **Research and Teaching Assistant**, Regional Rehabilitation Research Institute, University of Wisconsin/Madison.
- 1974 **Research Assistant**, Research Utilization Project, Division of Vocational Rehabilitation, State of Wisconsin, Madison.
- 1973 **Counselor/House Parent**, Covenant House, Manhattan, New York.
- 1972 **Rehabilitation Counselor Trainee and Assistant Administrator**, Casa Consuelo Half-Way House, Rancho Los Amigos Hospital, Downey, California.
- 1971 - 1972 **Psychology Associate/Research Assistant**, Brentwood Veterans Hosp. Psychiatric Unit, LA, CA

PUBLICATIONS

- Rudstam, H., Golden, T. P., Bruyère, S. M., VanLooy, S. A., & Strobel Gower, W. (2016). Beyond handicap, pity, and inspiration: Disability and diversity in workforce development education and practice. In C. L. Scott & J. D. Sims (Eds.), *Developing workforce diversity programs, curriculums, and degrees in higher education* (pp. 280–303). Hershey, PA: IGI Global. doi:10.4018/978-1-5225-0209-8
- Bruyère, S. M. (Ed.). (2016). *Disability and employer practices: Research across the disciplines*. Ithaca, NY: Cornell University Press.
- Bruyère, S. M., Switzer, E., von Schrader, S., VanLooy, S. A., & Barrington, L. (2016). Translating knowledge to practice and the way forward. In S. M. Bruyère (Ed.), *Disability and employer practices: Research across the disciplines* (pp. 149–166). Ithaca, NY: Cornell University Press.
- Bruyère, S. M., VanLooy, S. A., von Schrader, S., & Barrington, L. (2016). Disability and employment: Framing the problem and our transdisciplinary approach. In S. M. Bruyère (Ed.), *Disability and employer practices: Research across the disciplines* (pp. 1–26). Ithaca, NY: Cornell University Press.
- Nishii, L. H., & Bruyère, S. M. (2016). Conducting case studies. In S. M. Bruyère (Ed.), *Disability and employer practices: Research across the disciplines* (pp. 125–148). Ithaca, NY: Cornell University Press.
- Bentley, J., Bruyère, S., LeBlanc, J., MacLachlan, M. (2016). Globalizing rehabilitation psychology: Application of foundational principles to global health and rehabilitation challenges. *Rehabilitation Psychology*, 6(1), 65-73.
- Coduti, W., Tugman, K., Bruyère, S., & Malzer, V. (2015). Aging workers: Environment as a factor in employee behavioral health. *International Journal of Disability Management*.
- Barrington, L., Bruyère, S. M., & Waelder, M. (2014). Employer practices in improving employment outcomes for people with disabilities: A transdisciplinary and employer-inclusive research approach. *Rehabilitation Research, Policy, and Education*, 28(4), 208–224. doi:10.1891/2168-6653.28.4.208
- Erickson, W. A., von Schrader, S., Bruyère, S. M., VanLooy, S. A., & Matteson, D. S. (2014). Disability-inclusive employer practices and hiring of individuals with disabilities. *Rehabilitation Research, Policy, and Education*, 28(4), 309–327. doi:10.1891/2168-6653.28.4.309
- Karpur, A., Nazarov, Z., Brewer, D. R., & Bruyère, S. M. (2014). Impact of parental welfare participation: Transition to postsecondary education for youth with and without disabilities. *Career Development and Transition for Exceptional Individuals*, 37(1), 18–28. doi:10.1177/2165143414522093
- Karpur, A., VanLooy, S. A., & Bruyère, S. M. (2014). Employer Practices for Employment of People With Disabilities : A Literature Scoping Review. *Rehabilitation Research, Policy, and Education*, 28(4), 225–241. doi:10.1891/2168-6653.28.4.225
- Nazarov, Z. E., Erickson, W. A., & Bruyère, S. M. (2014). Rehabilitation-Related Research on Disability and Employer Practices Using Individual-Based National and Administrative Data Sets. *Rehabilitation Research, Policy, and Education*, 28(4), 291–308. doi:10.1891/2168-6653.28.4.242

- Von Schrader, S., Xu, X., & Bruyère, S. M. (2014). Accommodation Requests : Who is Asking for What ? *Rehabilitation Research, Policy, and Education*, 28(4), 329–343. doi:10.1891/2168-6653.28.4.329
- Bruyère, S. M. (2014). People with Disabilities: Sidelined or Mainstreamed? by Lisa Schur, Douglas Kruse, and Peter Blanck (Book Review). *British Journal of Industrial Relations*, 52(3), 607–608. doi:10.1111/bjir.12070
- Bruyère, S. (2014). Finding and keeping a job: Learning from workplace nondiscrimination measures. In J. Heymann, M.A. Stein, & G. Moreno, (Eds.), *Disability and equity at work*. New York: Oxford University Press.
- Golden, T., Zeitzer, I., & Bruyère, S. (2014). New approaches to disability in social policy: The case of the United States. In T. Dereli, Y. Soykut-Sarica, & A. Sen-Tasbasi (Eds.), *Labor and employment relations in a globalized world*.
- Schur, L., Nishii, L., Adya, M., Kruse, D., Bruyère, S. M., & Blanck, P. (2014). Accommodating employees with and without disabilities. *Human Resource Management*, 53(4), 593–621. doi:10.1002/hrm.21607
- Bruyère, S. & Filiberto, D. (2013). The green economy and job creation: Inclusion of people with disabilities. *International Journal of Green Economics*, 7(3), 257-275. doi: 10.1504/IJGE.2013.058151
- Erickson, W. A., von Schrader, S., Bruyère, S. M., & VanLooy, S. A. (2013). The employment environment: Employer perspectives, policies, and practices regarding the employment of persons with disabilities. *Rehabilitation Counseling Bulletin*, 57(4), 195–208. doi:10.1177/0034355213509841
- Erickson, W., Trerise, S., Lee, C., VanLooy, S., Knowlton, S., & Bruyère, S. (2013). The accessibility and usability of college web sites: Is your website presenting barriers to potential students? *Community College Journal of Research and Practice* 37, 864-876. DOI: 10.1080/10668926.2010.484772
- Linkow, P., Barrington, L. Bruyère, S., Figueroa, I., & Wright, M. (2013). *Leveling the playing field*. Research Report R-1510-12-RR. New York, NY: The Conference Board. Retrieved from The Conference Board: <https://www.conference-board.org/publications/publicationdetail.cfm?publicationid=2430>
- Von Schrader, S., Malzer, V., & Bruyère, S. M. (2014). Perspectives on disability disclosure: The importance of employer practices and workplace Climate. *Employee Responsibilities and Rights Journal* 26(4), 237-255. doi:10.1007/s10672-013-9227-9
- Blessing, C., Golden, T.P., Pi, S, Bruyère, S., & VanLooy, S. (2012). Vocational rehabilitation, inclusion, and social integration. In P. Kennedy (Ed.), *Oxford Handbook of Rehabilitation Psychology*. New York: Oxford University Press.
- Bruyère, S., & Reiter, B. (2012). Disability policy and law. In D. Maki & Vilja Tarvydas, (Eds.), *The professional practice of rehabilitation counseling*. New York: Springer.
- Bruyère, S. & Barrington, L. (2012). *Employment and work*. Los Angeles, CA: Sage Reference.
- Golden, T., Bruyère, S., Karpur, A., Nazarov, Z., & VanLooy, S. (2012). Workforce development policy: Unrealized potential for Americans with Disabilities. *Rehabilitation Education*, 26(1), 5-18.
- Karpur, A. & Bruyère, S. (2012). Healthcare expenditure among people with disabilities: Potential role of workplace health promotion and implications for rehabilitation counseling. *Rehabilitation Counseling Bulletin*, 56(1), 7-22.
- Tishman, F., Van Looy, S., & Bruyère, S. (2012). *Employer strategies for responding to an aging workforce*. Prepared for the NTAR Leadership Center for submission to the Office of Disability Employment Policy, U.S. Department of Labor.
- Bruyère, S., Mitra, S., & VanLooy, S. (2011). Chapter 8: Employment and work. In *World Report on Disability and Rehabilitation* (pp. 235-257). Geneva: World Health Organization.

- Bruyère, S., von Schrader, S., Bjelland, M., & Coduti, W. (2011). United States employment disability discrimination charges: Implications for disability management practice. *International Journal of Disability Management*, 5(2), 48-58.
- Bruyère, S., VanLooy, S., & Golden, T. (2011). Legislation and Rehabilitation Professionals. In S. Flanagan, H. Zaretsky, & A. Moroz (Eds.), *Medical Aspects of Disability: Fourth Edition*. (pp 669-686). NY, NY: Springer Publishing.
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- Bjelland, M., Bruyère, S., von Schrader, S., Houtenville, A., Ruiz-Quintanilla, A., Webber, D. (2010). Age and disability employment discrimination: Occupational rehabilitation implications. *Journal of Occupational Rehabilitation*, 20(4), 456-471. DOI 10.1007/s10926-009-9194-z.
- Bruyère, S., Golden, T., & Cebula, R. (2010). Legislation affecting employment for persons with disabilities. In R. Parker & E. Szymanski (Eds.), *Work and Disability, Third Edition* (pp. 17-48). Austin, TX: Pro-Ed.
- Golden, T., & Swenson, S., von Schrader, S., & Bruyère, S. (2010). Meaningful work: Obtaining and maintaining employment as youth with chronic health conditions. In D. Lollar (Ed.) *Launching into adulthood: An integrated response to support transition of youth with chronic health conditions and disabilities*. (pp. 165-184). Baltimore, MD: Brookes Publishing.
- Karpur, A., Bjelland, M., & Bruyère, S. (2010). Public Health Considerations of People with Disabilities. In M. Finkel (Ed.), *Public health in the 21st century. Vol. 1: Global issues in public health*. (pp. 181-208). Santa Barbara, CA: Praeger Press.
- Blessing, C., Golden, T., & Bruyère, S., (2009). Evolution of U.S. employment and disability policies and practices: Implications for global implementation of person-centered planning. In C. Marshall, E. Kendall, M. Banks, & R. Gover (Eds.), *Disability: Insights from Across Fields and Around the World*. Westport, CT: Praeger.
- Bruyère, S., Harley, D., Kampfe, C., & Wadsworth, J. (2009). Key concepts and techniques for an aging population. In I. Marini and M. Stebnicki (Eds.), *Professional Counselors' Desk Reference (PCDR)* (pp. 477-485). New York: Springer.
- Bruyère, S., & Murray, B. (2009). The human rights of workers with disabilities. In J. Gross and L. Compa (Eds.) *LERA 2009 Research Volume*. Ithaca, NY: Cornell University Press.
- Erickson, W., Trerise, S., VanLooy, S., Lee, C., & Bruyère, S. (2009). Web accessibility policies and practices at American community colleges. *Community College Journal of Research and Practice*, 33(5), 405-416.
- Bruyère, S., Golden, T., & Zeitzer, I. (2007). Evaluation and future prospect of US return to work policies for Social Security beneficiaries. *Disability and Employment*, 17, 53-90.
- Bruyère, S., (2006). Disability management: Key concepts and techniques for an aging workforce. *International Journal of Disability Management Research*, 1: 149-158.
- Bruyère, S. Erickson, E., and VanLooy, S. (2006). Information technology (IT) accessibility: Implications for employment of people with disabilities. *Work*, 27(4), 397-405
- Bruyère, S. M., & Houtenville, A. J. (2006). The use of statistics from national data sources to inform rehabilitation program planning, evaluation, and advocacy. *Rehabilitation Counseling Bulletin*, 50(1), 46-58.
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- Bruyère, S. (2005). Using the International Classification of Functioning, Disability, and Health (ICF) to promote employment and community integration in rehabilitation. *Rehabilitation Education, 19*(2&3), 105-117.
- Bruyère, S., Erickson, E., & VanLooy, S. (2005). Information technology and the workplace: Implications for persons with disabilities. *Disability Studies Quarterly, 25*(2).
- Bruyère, S., VanLooy, S., & Peterson, D. (2005). The International Classification of Functioning, Disability and Health (ICF): Contemporary literature overview. *Rehabilitation Psychology, 50*(2), 113-121.
- Bruyère, S., Erickson, W., & VanLooy, S. (2004). Comparative study of workplace policy and practices contributing to disability nondiscrimination. *Rehabilitation Psychology, 49*(1), 28-38.
- Bruyère, S., Erickson, W., & Ferrentino, J. (2003). Identity and disability in the workplace. *William and Mary Law Review, 44*(3), 1173-1196.
- Bruyère, S., Erickson, W., and Schramm, J. (2003). Disability in a technology-driven workplace. *Workplace Visions*, No. V.
- Bruyère, S., Erickson, W., & VanLooy, S. (2003). *Accessible IT for People with Disabilities: HR Considerations*. Ithaca, NY: Cornell University, School of Industrial and Labor Relations Extension Division, Program on Employment and Disability.
- Bruyère, S., Erickson, W., VanLooy, S., Sitaras, E., Cook, J., Burke, J., Farah, L., & Morris, M. (2003). Employment and disability policy: Recommendations for a social sciences research agenda. In F. E. Menz & D. F. Thomas (Eds.), *Bridging gaps: Refining the disability research agenda for rehabilitation and the social sciences – Conference proceedings*. Menomonie: University of Wisconsin-Stout, Stout Vocational Rehabilitation Institute, Research and Training Centers.
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- Bruyère, S., and Brown, J. (2003). Legislation impacting employment for persons with disabilities, in E. Szymanski and R. Parker (Eds.), *Work and Disability: Issues and Strategies in Career Development and Job Placement*, pages 27-52. Austin, Texas: Pro-Ed.
- Bruyère, S., Erickson, W., & Horne, R. (2002). *Disability employment policies and practices in U.S. federal government agencies: EEO/HR and supervisor perspectives. Report by the Presidential Task Force on Employment of Adults with Disabilities*. Ithaca, NY: Cornell University, School of Industrial and Labor Relations, Extension Division, Program on Employment and Disability.
- Bruyère, S., Erickson, W., & Horne, R. (2002). *Survey of the Federal Government on Supervisor Practices in Employment of People with Disabilities*. Ithaca, NY: Cornell University, School of Industrial and Labor Relations Extension Division, Program on Employment and Disability.
- Bruyère, S.M. (2002). Employer Perspectives on Disability Nondiscrimination Practices. In G.R. Walz, R. Lambert, & C. Kirkman (Eds.), *Careers Across America 2002, July 7-10, 2002, Chicago, IL: Best Practices & Ideas in Career Development Conference* [CD-ROM]. Greensboro, NC: The International Career Development Library (ICDL), Educational Resources Information Center/Clearinghouse on Counseling & Student Services (ERIC/CASS), UNCG, School of Education.
- Bruyère, S. (2002). Health benefits and workplace accommodations: Perspectives from HR professionals. *SCI Life* (publication of the National Spinal Cord Injury Association), Spring, 28-30.

- Bruyère, S.M. (2002). Disability nondiscrimination in the employment process: The role for testing professionals, in R. Ekstrom and D. Smith (Eds.), *Assessment of Individuals with Disabilities Sourcebook*. Washington, DC: American Psychological Association, pp. 205-220.
- Bruyère, S., & Strothers, W. (2002). Enabling safe evacuations. *HR Magazine*, 47(1), 65-67.
- Bruyère, S., Erickson, W., & VanLooy, S. (2000). HR's role in managing disability in the workplace. *Employment Relations Today*, Autumn, 47-66.
- Bruyère, S. (2000). Dealing effectively with disability accommodations. *Mosaics*, 6(6), 1, 4-5.
- Bruyère, S. (2000). Civil rights and employment issues of disability policy. *Journal of Disability Studies*, 11(1), 18-28.
- Bruyère, S. (2000). *Disability Employment Policies and Practices in Private and Federal Sector Organizations*. Ithaca, NY: Cornell University, School of Industrial and Labor Relations Extension Division, Program on Employment and Disability.
- Bruyère, S. (2000). Managing disability in the workplace. *Equal Opportunities Review*, July/August, 92, 26-33.
- Bruyère, S. (2000). The Americans with Disabilities Act: Where We Stand Ten Years Later. *Directions in Rehabilitation Counseling (11)* Lesson 3, New York: The Hatherleigh Company.
- Bruyère, S. (2000). *Civil Rights and Employment Issues of Disability Policy*. Mary E. Switzer Memorial Seminar Conference Proceedings.

AWARDS, SCHOLARSHIPS, OTHER RECOGNITION

2016 Distinguished Service Award	National Association of Rehabilitation Research and Training Centers	2016
2015 Best Paper Award	National Association of Rehabilitation Research and Training Centers	2015
2014 ARCA Research Award For Best Rehabilitation-Related Paper (2 nd place)	American Rehabilitation Counseling Association	2015
Committee on Disability Issues in Psychology Distinguished Contributions to the Advancement of Disability Issues in Psychology Award	American Psychological Association, Committee on Disability Issues in Psychology	2014
Wright-Dembo Award for Contributions to Rehabilitation Psychology	American Psychological Association, Division 22 (Rehabilitation Psychology)	2014
2007 ARCA Research Award For Best Rehabilitation-Related Paper (2 nd place)	American Rehabilitation Counseling Association	2007
James F. Garrett Award for a Distinguished career in Rehabilitation Research	American Rehabilitation Counseling Association	2006

SELECTED PROFESSIONAL ORGANIZATION INVOLVEMENT

Member	Commission on Rehabilitation Counselor Certification (CRCC) Research Committee	2008-2010
Secretary	American Psychological Association, Division of Rehabilitation Psychology (Division 22)	2008-2010
Member	National Academy of Social Insurance (NASI)	2003- present
Member	American Psychological Association Council of Representatives	2002 – 2007

President	American Rehabilitation Counseling Association	2002 - 2003
Committee Member	Research Committee School of Industrial and Labor Relations Extension Division	1999 - 2001
Board Member	Independent Living Network (ILNET)	1999 – 2002
Board Member, Vice Chair, Chair	Globally Applied Disability Research Network (GLADNET)	1999 - 2008
Board Member	The Rehabilitation Accreditation Commission (CARF)	1999 – present
Executive Board	National Association of Rehabilitation Research And Training Centers (NARRTC)	2003 - 2005 1999 - 2001
Board Member	Division of Rehabilitation Psychology (22) American Psychological Association	1996 – 1998 2008-2014
Committee Member	Division of Rehabilitation Psychology (22) American Psychological Association	1999 - 2005
	Social and Ethical Responsibility Committee	1999 - 2005
	Fellows Committee	1997 - present
	Strategic Planning Committee	1996 - 1999
	Education Committee	1986 - 2001
	Research Committee	1988 - 1990
President	National Council on Rehabilitation Education	1994 – 1995
President	Rehabilitation Psychology Division American Psychological Association	1990 - 1991

GRANTS SECURED

<u>Name/Sponsor</u>	<u>Time Frame</u>	<u>Dollar Amount</u>
The Use of Telecommunications in the Training of Rehabilitation Personnel, U.S. Department of Education, Rehabilitation Services Administration (HEW), #45-P-81379/0-01 (Project Director)	9/79 to 8/80	\$150,000
Workshop Personnel Administration Training Project - U.S Department of Education, Office of Special Education and Rehabilitation Services, #G028500023 (Project Director)	9/85 to 8/88	\$268,077
Workshop Personnel Administration Training Project - U.S Department of Education, Office of Special Education and Rehabilitation Services, #H129G90008 (Project Director)	9/89 to 8/92	\$339,354
Supported Employment Training for Those Working with the Chronically Mentally Ill, NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director)	7/88 to 9/88	\$31,794
Job Coaching and Supported Employment for Individuals with Traumatic Brain Injury - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director)	7/88 to 10/88	\$27,600
Supported Employment Personnel Training - Introduction to Cognitive Retraining for Job Coaches and (Preliminary Diagnostic Questionnaire Training) - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director)	11/88 to 3/89	\$11,787
Regional Job Coach Training - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director)	1/89 to 10/89	\$22,039

Supported Employment Training for Managers in SED-VESID Sponsored Projects - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director)	10/89 to 10/89	\$25,000
Using Natural Supports to Enhance Supported Employment Outcomes - National Center for Disability Services, U.S. Department of Education (Project Director)	10/90 to 12/92	\$31,860
National Materials Development Center on the ADA Employment Provisions - U.S. Department of Education, (Project Director)	10/91 to 9/94	\$550,733
ADA Training Division of the Northeast Disability and Business Technical Assistance Center - United Cerebral Palsy Association of New Jersey, National Institute on Disability and Rehabilitation Research, #H133D10113 (Project Director)	10/91 to 9/96	\$429,230
Forum on Innovative Strategies for Enhancing the Employment Outcomes for Persons with Mental Illness - NYS Office of Mental Health (Project Director)	4/92 to 1/93	\$10,000
Transition Training and Technical Assistance Center, NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities, contract #C004616 (Project Director)	10/92 to 10/96	\$201,947
Development of ADA Informational Materials and Training Resources for Small Business - Rocky Mountain DBTAC, prime is National Institute on Disability and Rehabilitation Research (Project Director)	10/93 to 9/94	\$64,939
Developing ADA Core Curriculum's for the DBTAC System - University of Missouri, prime is National Institute on Disability and Rehabilitation Research (Project Director)	10/93 to 9/94	\$35,000
An Examination of the Vocational Rehabilitation Needs of American Indians with Behavioral Health Diagnoses in New York State - University of Northern Arizona, U.S. Department of Education (Co-Principal Investigator)	1/94 to 3/96	\$17,737
National Training and Materials Dissemination Center on Social Security Work Incentives (Project Director)	12/94 to 9/96	\$220,000
Small Businesses and Title III Requirements of the Americans with Disabilities Act (Project Director)	10/95 to 9/96	\$99,999
NYS Developmental Disabilities Planning Council Statewide Training on Social Security Administration Work Incentive Programs (Project Director)	10/95 to 9/96	\$40,000
Illinois Planning Council on Developmental Disabilities Training on the ADA and Implications for Persons with Cognitive Disabilities (Project Director)	12/94 to 11/95	\$45,000
Region II Training on the ADA and Schools, UCPA of New Jersey and the Northeast Disability and Business Technical Assistance Center, prime is U.S. Department of Education (Project Director)	8/95 to 3/96	\$10,000
Long Term Training in Independent Living – Rehabilitation Services Administration (Project Director)	9/96 to 8/97 10/97 to 9/2000	\$96,831 \$300,000
Community Rehabilitation Personnel Training Rehabilitation Services Administration (Project Director)	9/96 to 8/97	\$99,991
Distinguished Research Fellowship National Institute on Disability and Rehabilitation Research (Project Director)	7/97 to 6/98	\$40,000
Improving Employment Practices Covered by Title I of the ADA, (Project Director and Principal Investigator)	10/97 to 9/2001	\$1,257,388
President's Committee on Employment of People with Disabilities (Project Director)	10/98 to 3/99	\$29,000

Presidential Task Force on Employment of Adults with Disabilities Survey of Government Representatives (Project Director and Principal Investigator)	5/99 to 1/00	\$72,395
Presidential Task Force on Employment of Adults with Disabilities Survey of Government Representatives (Project Director and Principal Investigator)	10/1/00 to 12/31/01	\$99,699
Rehabilitation Research and Training Center on Disability and Employment Policy (Project Director and Co-Principal Investigator)	12/98 to 11/04	\$3,500,000
Pacific Disability and Business Technical Assistance Center (Project Director)	1/1/00 to 9/30/01	\$33,000
Northeast Disability and Business Technical Assistance Center (Project Director and Principal Investigator)	10/1/01 to 9/30/06 and 10/06 to 9/2011	\$5,500,000
Trends and Best Practices in Serving Social Security Beneficiaries with Disabilities in the United States (Project Director and Principal Investigator)	2/02 to 6/03	\$60,000
The NYS Developmental Disabilities Planning Council, in Conjunction with the NYS Department of Corrections and the NYS Division of Parole - Integrating Person-Centered Planning Practices into Program Development, Rehabilitation and Release Planning for Inmates with Developmental Disabilities (Co-Principal Investigator)	10/03 to 12/08	\$928,969
Rehabilitation Research and Training Center on Disability Demographics and Statistics (Co-Principal Investigator)	12/03 to 11/09	\$3,750,000
Using the U.S. Equal Employment Opportunity Commission (EEOC) Employment Discrimination Charge Data System for Research and Dissemination Purposes (Principal Investigator)	10/1/04 – 9/30/09	\$450,000
Web-based Student Processes at Community Colleges: Tools for Ensuring Accessibility (Principal Investigator)	11/1/04 – 10/31/08	\$450,000
Rehabilitation Research and Training Center on Employment Policy for People with Disabilities (Co-Principal Investigator)	12/04 to 11/10	\$3,500,000
Employment Accommodation and Retention Training Project (Kessler Foundation Grant)	6/05 – 12/06	\$50,000
Promoting the Employability and Employment of Persons with Disability through Effective Legislation: Curriculum Development project with International Labor Office	2/06 to 8/06	\$33,000
Disability Case Study Research Consortium on Employer Organizational Practices in Employing People with Disabilities US Department of Labor – ODEP Grant	10/06-9/08	\$110,000
Supporting the Implementation of the United Nations Convention on the Rights of Persons with Disabilities Through the GLADNET Database (ILO Contract)	2/07 – 6/07	\$5,000
National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities (ODEP-DOL Grant)	10/09 – 12/14	\$7,619,250
Center for Rehabilitation Research Using Large Datasets (Subcontract with Univ. of Texas Medical Branch on a Consortium project)	7/1/10-6/30/15	\$533,865
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National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities (ODEP-DOL Grant)	10/10 – 10/14	\$1,600,000
Rehabilitation Research and Training Center on Employer Practices Relating to People with Disabilities (Co-Principal Investigator)	10/1/10-9/30/15	\$4,000,000
Organizational Practices to Increase Employment Opportunities for People with Disabilities: The Power of Social Networks	10/1/11 – 9/30/14	\$600,000

Public and Private Sector Employer Strategies for Responding to an Aging Workforce with Disabilities (subcontract from Rutgers University)	10/1/11 – 9/30/15	\$600,000
Center for Rehabilitation Research Using Large Datasets (Subcontract with Univ. of Texas Medical Branch on a Consortium project)	9/18/15-6/30/20	\$661,052

SELECTED PRESENTATIONS

<u>Topic/Role</u>	<u>Event/Locations</u>	<u>Date</u>
Building an Inclusive Workforce: Recruitment, Career Development and Retention of Persons with Disabilities	SG Enable, Singapore	May, 2016
Building an Inclusive Public Service Maximising the Potential of PWDs for Productivity and Innovation	SG Enable, Singapore	May, 2016
NIDILRR Employee Grantees Strategies for Outreach to Business: Strategies to Inform the Design of Knowledge Translation	NARRTC Annual Conference, Alexandria, VA	May, 2016
Aging workers: Work environment as a factor in employee behavioral health	4 th Conference on Disability Management, Olten, Switzerland	January, 2016
A Transdisciplinary Perspective on Workplace Factors Impacting Employment Outcomes for Individuals with Disabilities	4 th Conference on Disability Management, Olten, Switzerland (Keynote)	January, 2016
Interacting with Employers What Job Developers and Employment Specialists Need to Know	Utah State Rehabilitation Education Session	November, 2015
Technology and Work: Improving Employment Outcomes for People with Disabilities	ILR Online Webcast	October, 2015
Work Related Issues Among Underserved Populations: Effective Workplace Strategies for Persons with Disabilities	APA 2015 Convention, Toronto Canada	August, 2015
IDM Interface with Organizational Diversity and Affirmative Action	DMEC Annual Conference, San Francisco	August, 2015
Improving Employment Outcomes for People with Disabilities: What Employers Can Tell Us	Interagency Committee on Disability Research Symposium, Washington DC	June, 2015
Sourcing the Best Talent: Effective Recruitment, Hiring, Retention, Advancement and Inclusion of People with Disabilities	SG Enable, Singapore	June, 2015
Supporting Effective Practices for Disability Inclusion in the Workplace	Singapore Service Providers Workshop	June, 2015
The Disability Employment Environment: Employer Perspectives, Policies, and Practices	AND Conference, Sydney Australia	May, 2015
Disability Disclosure in the Workplace: Building a Climate of Inclusion	AND Conference, Sydney Australia	May, 2015
Building a Climate of Inclusion	Workshop for Sydney, Australia	May, 2015

Effective Workplace Practices for People with Disabilities	Workshop for Senior Government Agencies, Canberra City, Australia	May, 2015
Effective Practices for Disability Inclusion in the Workplace	Panel Honoring the 25th Anniversary of the Americans with Disabilities Act, Philadelphia PA	May, 2015
The role of managers and climate in influencing employees' disclosure and harassment experiences	2015 EEO DATANET Conference	May, 2015
Rethinking Disability and LGBTQ Inclusion in the Workplace Building A Disability Climate for Inclusion	FEDS First New Perspectives Conference, Washington DC	April, 2015
Benchmarking Effective Practices for Full Inclusion of Employees with Disabilities	CAHRS Working Group New York City	March 2015
Improving Retention and Advancement Opportunities for Employees with Disabilities	CANAR Webinar	March 2015
Globalizing Rehabilitation Psychology: Application of Core Principles in Addressing International and Cross-Cultural Challenges	Rehabilitation Psychology 2015 Annual Conference, San Diego, CA	February 2015
Supporting the Creation of Disability Inclusive Workplaces	CANAR Webinar	February 2015
Youth Transition to Employment: Select U.S. Evidence to Date of Facilitators	Leverhulme International Network Symposium Edinburgh, Scotland	January 2015
Improving Retention and Advancement Opportunities for Employees with Disabilities	CSAVR Webinar	January 2015
A Tour of BenchmarkABILITY	CAHRS Working Group New York City	December 2014
Absence and Disability Management Practices for an Aging Workforce	IFDMRN Melbourne, Australia	November 2014
Supporting the Creation of Disability Inclusive Workplaces	CSAVR Webinar	November 2014
An Overview of Cornell University, the ILR School, and the Employment and Disability Institute	Hong Kong	November 2014
What's Happening in Employment of People with Disabilities: the United States, Singapore and Globally	SG Enable Singapore	November, 2014
Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities	ILR Online Webcast	October 2014
Tapping Business Expertise to Increase Employment Outcomes for People with Disabilities	Southwest Conference on Disability Albuquerque, NM	October 2014
Disability and Employment: Integrating research streams and facilitating international collaboration	EAWOP Small Group Meeting on Employment and Disability Maastricht	October 2014

Disability Inclusive Workplace Policies and Practices	Senior Leadership Diversity Workshop Penn State Hershey Medical Center	September, 2014
Disability Disclosure in the Workplace: What employers and individuals with disabilities are telling us	Interagency Committee on Employment Webinar	September, 2014
Advancing Inclusive Workplace Practices: Effective Employer Practices in Support of Disability-Inclusive Workplaces	Association for Human Resource Development (AHRD) Webinar	September, 2014
Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities	APA Annual Convention Washington, DC	August, 2014
The Role of Psychology in Improving Employment Outcomes for People with Disabilities	APA Annual Convention Washington, DC	August, 2014
Disability Lens on Poverty, Practice, and Policy	Debating the War on Poverty vs. War on the Poor: Psychology's Contribution APA Annual Convention Washington, DC	August, 2014
Maximizing Meaningful Disability Workplace Inclusion	CDIP Award Lecture APA Annual Convention Washington, DC	August, 2014
Employer Practices RRTC: Overview and Findings to Date	NIDRR RRTC Directors Washington, DC	July, 2014
Disability Considerations in Human Resource Practices	National Institute of Personnel Management India	July, 2014
Why It Is Good Business to Hire People With Disabilities	Shri Dharmastala Manjunatheshwara Institute for Management Development Mysore, India	July, 2014
Working with Mental Health Issues: Discussant Comments	International Conference on Applied Psychology Paris, France	July, 2014
Economic and Environmental Sustainability: Giving Voice to the Interests of People with Disabilities, Indigenous People, and other Marginalized Populations	Society for Disability Studies Disability and Sustainability Minneapolis, MN	June, 2014
Are We There Yet? Strategies for Navigating Outreach and Self-Identification	American Association for Affirmative Action 2014 National Conference and Annual Meeting Nashville, TN	June, 2014
Improving Retention and Advancement Opportunities for Employees with Disabilities	GLADNET Webinar Series: Advancing Opportunities for People with Disabilities	June, 2014
Creating Disability Inclusive Workplaces	GLADNET Webinar Series: Advancing Opportunities for People with Disabilities	May, 2014
Employer Practices Research to Inform Disability Policy and Workplace Practice: Drawing from Diverse Data Sources and Analytical Approaches	36th NARRTC Conference: The Way Forward: Informing Policy with Evidence	April 2014
Organizational Culture and Climate Survey	NASA-JSC Managers Meeting	February, 2014

An Interdisciplinary Perspective on Workplace Factors Impacting Employment Outcomes for People with Disabilities	Rehabilitation Psychology 2014 16th. Annual Conference Wright-Dembo Award Lecture	February, 2014
Innovative Research on Employment Practices: Improving Employment for People with Disabilities	NIDRR/RSA Meeting	February, 2014
Disability Disclosure in the Workplace: What Employers Should Know	EARN Webinar Series	December, 2013
Innovative Research on Employment Practices: Improving Employment for People with Disabilities	Interagency Committee on Disability Research Webinar	December, 2013
Addressing Workplace Discrimination Faced by Individuals with Psychiatric Disabilities	Diversity Council On Campus Cornell University	November, 2013
Disability Rights as Human Rights	ILR ILO Course Ithaca, NY	November, 2013
Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities	Innovative Research on Employment Practices: Improving Employment for People with Disabilities State of the Science Conference, Washington, DC	October, 2013
The 50+Workforce: High Potentials You Might Be Overlooking	ILR Online Webcast Series	October, 2013
Improving Employment Outcomes for People with Disabilities: Measuring Policy Impact, Service Delivery and Employer Practices at the National Level	New Mexico Disability Employment Summit Southwest Conference Albuquerque, New Mexico	October, 2013
The New Faces of Diversity Veterans with Disabilities and Aging Workers	USBLN Los Angeles, CA	October, 2013
Disabled People and Employment Policy and Employer Practice Implications for Improving Employment Outcomes for Young Disabled People	Leverhulme International Network Symposium Combating Young Disabled People's Worklessness: An International Network University of Durham, UK	September, 2013
The New Faces of Diversity: Veterans, Aging Workers, and People with Disabilities	Professional in Human Resources Association Los Angeles, CA	August, 2013
Employer Perspectives on Retention and Advancement in the New Economy: Bridging Research and Practice	National Employment Conference Webinar The New Economy: Rethink, Realign, Reinvent	August, 2013
The Aging Workforce: Scope and Scale of the Challenge	The NIDMAR Summer Institute – 2013 Pacific Coast University for Workplace Health Sciences Port Alberni, BC	July, 2013
The Aging Workforce: Age-Sensitive DM and HR Policies and Practices	The NIDMAR Summer Institute – 2013 Pacific Coast University for Workplace Health Sciences Port Alberni, BC	July 2013
Diversity and Disability Practices in Asia: Trends and Opportunities	The Conference Board, Asia-Pacific Human Resources Council Shanghai, China	May, 2013

U.S. Workers' Compensation and Return to Work Strategies	Korea Workers' Compensation and Welfare Service (WELCO)	May, 2013
2013 World Human Rights Cities Forum	Gwang-ju, South Korea	May, 2013
The Role of Policy in Rehabilitation Counseling and Research	University of Iowa Department of Rehabilitation and Counseling Education Spring Colloquium	April, 2013
A Multi-Disciplinary Perspective on Effective Employer Practices for Enhancing Employment Outcomes for Individuals with Disabilities	NARRTC Conference Alexandria, VA	April, 2013
Productive Aging: Stay at Work Strategies for an Aging Workforce	DMEC 2013 Virtual Education Forum	March, 2013
Workshop: Innovative Policies – Effective Employment Services and Skills	Zero Project conference 2013 Vienna, Austria	February, 2013
2012 Disability Status Report Rollout	Employment and Disability Institute Webinar	January, 2013
Employer Perspectives on Retention and Advancement in the New Economy: Bridging Research and Practice	2012 National Employment Conference: "The New Economy: Rethink, Realign, Reinvent." Washington, DC	December, 2012
Creating a Disability Inclusive Workplace	Cornell University Diversity Update Conference Program	November, 2012
Beyond Yellow Ribbons: Putting Veterans with Disabilities to Work	ILR Webinar Series:	October, 2012
Workforce and Workplace Trends: Impact on Job Seekers with Disabilities and Service Providers	Southwest Conference Albuquerque, NM	October, 2012
Employer Practices in Retention, Advancement, and Inclusion of People with Disabilities	University of Dundee, Scotland	September, 2012
Employer Policy and Practices Facilitating Employment Outcomes for People with Disabilities: Cornell Research Update and Global Perspectives	Employers Forum on Disability 13th September 2012	September, 2012
Employer Practices in Retention, Advancement, and Inclusion of People with Disabilities	The International Disability Management Research Network and the Global Applied Disability Research and Information Network IDMRN/GLADNET Joint Meeting London, UK	September, 2012
Emprego & Sustentabilidade Sustainability & Job Creation: Inclusion of People with Disabilities	Conferencia SUDI 2012 Sustainability and Disability Manaus, Brazil	September, 2012
Improving Employment Outcomes for People with Disabilities: What Employers Can Tell Us	American Psychological Association Annual Convention August 3, 2012, Orlando, FL	August, 2012
The Aging Workforce: Challenges and Opportunities for Employers	US Business Leadership Network Annual Conference New York, NY	July, 2012

Different Abilities, Equal Opportunities	SVYM Grassroots Research and Advocacy Movement (GRAAM) at the Vivekenanda Institute for Leadership (V-LEAD) Mysore, India	June, 2012
Different Abilities, Equal Opportunities: Enriching our workplaces through employment policies that include persons with disability	SVYM Grassroots Research and Advocacy Movement (GRAAM) and Azim Premji University, at Wipro Corporate Head Office Bangalore, India	June, 2012
Improving Employment Outcomes for People with Disabilities: Findings from the World Report on Disability and Related U.S. Research	Workability International Annual Conference Taipei, Taiwan	June, 2012
On the Job: Promoting Accessibility, Retention and Equity	Disability and Work: Global Strategies for Equity Montreal, Quebec, Canada	May, 2012

PROFESSIONAL ORGANIZATION MEMBERSHIPS

American Counseling Association
American Rehabilitation Counseling Association
American Psychological Association
Society of Industrial and Occupational Psychology
APA Division of Rehabilitation Psychology

National Council on Rehabilitation Education
New York State Psychological Association
Society for Disability Studies
Society for Human Resource Management (SHRM)
SHRM Global

Walter Reichman Curriculum Vitae

Walter Reichman, Ed.D
39 Sheldrake Avenue, Larchmont, New York 10538

Main NGO Representative to ECOSOC from the International Association of Applied Psychology (IAAP)

Vice President and Partner, OrgVitality
Emeritus Professor of Psychology, Baruch College and the Graduate Center of the City University of New York
Chairman of the Department of Psychology at Baruch College - 1984-1999

Recent Publications:

Industrial and Organizational Psychology Help the Vulnerable: Serving the Underserved. Edited by Walter Reichman. Palgrave Macmillan, 2014.

Violence Against Women in the Workplace. With Megan C. Lytle and Mary O'Neill Berry. In Violence Against Girls and Women: International Perspectives. Edited by Janet A. Sigal and Florence L. Denmark. Praeger, 2013.

It Takes a World to Sustain a World: International Organizations' Contributions to Achieving Corporate Environmental Sustainability. With Mary O'Neill Berry, Sean Cruse and Megan C. Lytle. In Green Organizations: Driving Change with I-O Psychology. Edited by Ann Hergatt Huffman and Stephanie R. Klein. Routledge, 2013.

The Evolution of Industrial and Organizational Psychology. With Mary O'Neill Berry. In Humanitarian Work Psychology. Edited by Stuart C. Carr, Malcolm MacLachlan and Adrian Furnham. Palgrave Macmillan, 2012.

Education:

MBA in Industrial and Organizational Psychology - Baruch School of The City College of New York, 1963

MS in Personnel Psychology, Teachers College of Columbia University, 1967

Ed.D in Personnel Psychology, Teachers College of Columbia University, 1968

RESUME

Mary O'Neill Berry
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Croton, New York 10520.

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GOAL

To accomplish humanitarian objectives as articulated in the United Nations Millennium and Sustainable Development Goals, in such fields as poverty reduction, global health, and education, by means of organizational psychology, evaluation research, and entrepreneurship.

EMPLOYMENT

2010-present: Consultant to non-profit organizations on evaluation research, entrepreneurship, women's and girls' empowerment, and service quality.

1988-2009: Sirota Consulting, The Centre at Purchase, Four Manhattanville Road, Purchase, NY 10577. Executive Vice President conducting large-scale Employee Opinion Surveys, Corporate Social Responsibility (CSR) and evaluation research worldwide with all key corporate constituencies (employees, customers, communities, opinion leaders, etc.). Focus groups and executive interviews, questionnaire development, data analysis, report writing and presentation, communications materials and proposal writing; partnership building; strategic planning; service quality certification.

1987-88: Merrill Lynch & Co., 165 Broadway, New York, NY 10080. Human Resources Research Consultant with responsibility for development and implementation of the Firm-wide Employee Survey Program.

1983-87: Opinion Research Corporation, North Harrison Street, Princeton, NJ 08452. Organizational Research Consultant to clients in the US, Canada and Europe on employee and communications surveys.

1982-83: International Business Machines Corporation, Old Orchard Road, Armonk, NY 10504. Internal opinion survey research, including executive surveys.

1979-82: Columbia University, Centers for Community Health, 21 Audubon Avenue, New York, NY 10032. Health Services Research for a variety of contracts, including:

*Psychological Considerations in Dentistry: A Study on the Use of the US Army Dental Service (US Army Institute of Dental Research, US Army Medical Research and Development Command)

*Physician Use and Patient Satisfaction in a Prepaid Medical Plan: A Survey of HIP Members (Health Insurance Plan of Greater New York)

*A Guide to Investment Criteria for Critical Care Units (National Center for Health Services Research and Bureau of Health Planning and Resources Development)

1978-79: Columbia University, Center for the Social Sciences, 420 West 118 Street, New York, NY 10027. Program on Sex Roles and Social Change: Editorial, bibliographic, and statistical work for projects on the economics of sex differentials and on cross-national studies of women and elites.

1973-75: The Economic and Social Research Institute (ESRI), Dublin, Ireland. Methodological research on social psychological measurement techniques for attitude surveys.

EDUCATION

1982: PhD - Columbia University in the City of New York

1972: Diploma in Applied Psychology - University College Dublin, Ireland

1971: BA (Honours) - University College Dublin, Ireland

PROFESSIONAL ACTIVITIES

2016: Appointed Fellow at the Dyson College Center for Global Psychology at Pace University, New York, NY, USA.

2016: Discussion Leader for presentation by Sean Cruse, United Nations Global Compact, on “Corporate Compliance to Global Principles of Socially Responsible Business,” at “The Corporate Social Responsibility Summit: The Micro-Processes of Social Responsibility in Organizations: A Bottom-Up Perspective.” Anaheim, CA, USA.

2015: Presenter at Society of Industrial and Organizational Psychology (SIOP) Conference on “Decent Work and Entrepreneurship in the United Nations Sustainable Development Goals.” Philadelphia, PA, USA.

2014: Presenter at Society of Industrial and Organizational Psychology (SIOP) Special Event, Alliance Invited Session on “I-O’s Alignment with the International Labour Organization’s Decent Work Agenda;” and Co-Chair, Panel Discussion on “Careers for I-O Psychologists in Humanitarian Work Psychology.” Honolulu, HA, USA.

2013: Presenter at Psychologists for Social Responsibility NYC Regional Conference on “Psychology, Social Justice, Science, and Spirituality: Integrating Work for Peace and Justice with Respect for Data and the Search for Truth.” “Industrial-Organizational Psychology Becomes Socially Responsible: The Humanitarian Work Psychology Movement.” New York, NY, USA.

2013: Presenter at the International Public Service Association (IPSA) at New York University’s Robert F. Wagner Graduate School of Public Service Conference on “Innovations in International Development:” “Humanitarian Work Psychology: Applying Industrial/Organizational Psychology to Development and Beyond.” New York, NY, USA.

2013: Presenter at the British Psychological Society/Division of Occupational Psychology Conference, “Connecting and Contributing to Make a Difference” Roundtable: “Incentivising Inter-organisational Collaboration for a Safer, More Prosperous World” – “The Lesotho Project.” Chester, United Kingdom.

2012-present: Member, Psychology Coalition of NGOs Accredited at the United Nations (PCUN); Member, PCUN Advocacy Committee. New York, NY, USA.

2012: Presenter at the United Nations Economic and Social Council High-Level Ministerial Review Side Event “Leveraging Psychology to Eradicate Poverty by Promoting Decent Work” – “The Role of Psychology in Productive Employment and Decent Work.” New York, NY, USA.

2012: Presenter at Society of Industrial and Organizational Psychology (SIOP) Symposium/Forum on “How Organizational Psychology Improves the Lives of the Vulnerable” – “Organizational Psychology Aids Vulnerable Girls in Africa;” and Presenter at SIOP Special Event, “SIOP and the United Nations: Setting the Agenda” – “IAAP and the United Nations: Past and Future.” San Diego, CA, USA.

2012: Presenter at the United Nations 56th Session of the Commission on the Status of Women Parallel Event – “Transforming Communities through Psychosocial Empowerment of Poor Rural Women and Girls” – “Moving Girls out of Poverty.” New York, NY, USA.

2012: Panelist at the United Nations 50th Session of the Commission for Social Development Caucus – “Psychological Contributions for the Eradication of Poverty.” New York, NY, USA.

2012-present: Annual Psychology Day at the United Nations: Member, Planning Committee and Publicity Committee. New York, NY, USA.

2011: Presenter at Commit!Forum 2011 “Good Business Makes the Difference” – “Battling HIV/AIDS and Reducing Poverty: How Multiple Stakeholders Come Together to Help Vulnerable Communities.” New York, NY, USA.

2011: Presenter at European Association of Work and Organizational Psychology (EAWOP) Symposium on “Decent Work and Beyond: A Humanitarian Work Psychology Perspective” – “I/O Psychology Empowering Young Women to Achieve Sustainable Livelihoods.” Maastricht, The Netherlands.

2011: Presenter at Society of Industrial and Organizational Psychology (SIOP) Invited Address on “Humanitarian Work Psychology (HWP): Achievements, Applications, and Controversies” – “I/O Psychology Enhances Gender Equity in Lesotho.” Chicago, IL, USA.

2011: Fourth Annual Psychology Day at the United Nations: “Reach Them, Teach Them: The Role of Psychology in Achieving Universal Access to Education” – Co-Chair, Planning Committee. New York, NY, USA.

2010: Co-Presenter at Society of Industrial and Organizational Psychology (SIOP) Executive Board session on “The Global Task Force for Humanitarian Work Psychology.” Atlanta, GA, USA.

2009-2014: Project team member and on-site participation in development and evaluation of Girls Empowerment Programme, a Camp for female orphans and vulnerable children run by the Office of the First Lady of Lesotho, Southern Africa; focus was on HIV/AIDS risk reduction and prevention, entrepreneurial training, and women’s rights. Lesotho, Southern Africa.

2009-2012: Co-Chair, Global Task Force for Humanitarian Work Psychology (<http://www.humworkpsy.org>).

2009-2010: Board Member, United Nations Association/USA, Westchester Chapter, New York, USA.

2009-2010: Third Annual Psychology Day at the United Nations: “Psychology and Diplomacy: Negotiating for Peace and Human Rights” – Member, Planning Committee. New York, NY, USA.

2009: Co-presenter of lecture series to UNDP and other UN Staff; topics include dealing with bureaucracy, teambuilding, project implementation, and effective communications, New York, NY, USA.

2008: Second Annual Psychology Day at the United Nations: “Psychology and Social Justice Related to the UN Global Agenda” – Member, Planning Committee; Co-Chair, Panel on “Poverty Reduction and Social Justice: The Role of Psychology.” New York, NY, USA.

2008-2015: Board Member, Teatown Lake Reservation – Nature Education and Conservation Center, Westchester County, New York, USA.

2007-2008: Chairperson, NGO Working Group on Attitude Change chapter in ClimateCaucus Report to the United Nations Secretary-General (<http://www.climatecaucus.net>), New York, NY, USA.

2007: First Annual Psychology Day at the United Nations: “Psychology and the United Nations” – Member, Planning Committee; Co-Chair, Panel on “Human Rights and the World of Work.” New York, NY, USA.

2006: Co-conducted survey of NGO Representatives to the United Nations for the United Nations Department of Public Information (DPI) and the NGO/DPI Executive Committee on “NGO/UN Working Relationships” (pro bono). New York, NY, USA.

2005-present: Member, International Association of Applied Psychology (IAAP); Non-Governmental Organization (NGO) representative for IAAP to the United Nations Economic and Social Council (ECOSOC). New York, NY, USA.

2005-2007: Consultant to humanitarian aid organization, Action Against Hunger USA – internal teambuilding and strategic planning (pro bono). New York, NY, USA.

2001-2010: Board Member, Croton-Harmon Education Foundation (CHEF), Croton, New York, USA.

PUBLICATIONS

2016. Mary O'Neill Berry. Guidelines for Implementing the Sustainable Development Goals. *Global Organisation for Humanitarian Work Psychology Newsletter*, Spring.

2016. Heather Stringer. Humanitarian work psychology: This new psychology field focuses on underserved populations. Interview with Mary O'Neill Berry and Lori L. Foster. *American Psychological Association Monitor on Psychology*, 47 (4), 61.
2016. Ishbel McWha-Hermann, Douglas C. Maynard, and Mary O'Neill Berry (Eds.) *Humanitarian Work Psychology and the Global Development Agenda: Case Studies and Interventions*. London: Routledge.
2015. Alexander Gloss, John C. Scott, Deborah E. Rupp, Lori L. Foster, Mathian Osicki, Lise Saari, Drew Mallory, English Sall, Douglas C. Maynard, Ishbel McWha-Hermann, Mary O'Neill Berry, and Walter Reichman. The world sets new goals: How should I-O psychology respond? *The Industrial-Organizational Psychologist*, 53 (2), 130-138.
2014. Mary O'Neill Berry, Judy Kuriansky and Martin Butler. A multi-disciplinary approach to solving global problems: The case of psychologists collaborating on a Girls Empowerment Programme in Africa. In Walter Reichman (Ed.) *Industrial and Organizational Psychology Help The Vulnerable: Serving the Underserved*. Basingstoke, UK: Palgrave-Macmillan.
2013. Mary O'Neill Berry, Judy Kuriansky, Megan C. Lytle, Bozhena Vistman, Mathato S. Mosisilli, Lieketse Hlohoane, ... Jane Pebane. Entrepreneurial training for girls empowerment in Lesotho: A process evaluation of a model programme. *South African Journal of Psychology*, 43, 445-458. doi: 10.1177/0081246313504685
2013. Walter Reichman, Megan C. Lytle, and Mary O'Neill Berry. Violence Against Women in the Workplace. In Janet A. Sigal and Florence L. Denmark (Eds.) *Violence Against Girls and Women: International Perspectives. Volume II: In Adulthood, Midlife, and Older Age*. Santa Barbara, CA: ABC-CLIO/Praeger.
2013. Walter Reichman, Mary O'Neill Berry, Sean Cruse, and Megan C. Lytle. It Takes a World to Sustain a World: International Organizations' Contributions to Achieving Corporate Environmental Sustainability. In Ann H. Huffman and Stephanie R. Klein (Eds.) *Green Organizations: Driving Change with I-O Psychology*. New York: Routledge.
- 2012-2013. Ishbel McWha, Alexander E. Gloss, Jeffrey Godbout, Leo Marai, Inusah Abdul-Nasiru, Lori Foster Thompson, and Mary O'Neill Berry. Humanitarian work psychology: An emerging community of practice in I-O psychology. *Cross-Cultural Psychology Bulletin*, 45-46, 6-16.
2012. Walter Reichman and Mary O'Neill Berry. The Evolution of I/O Psychology. In Stuart C. Carr, Malcolm MacLachlan and Adrian Furnham (Eds.) *Humanitarian Work Psychology*. Basingstoke, UK: Palgrave-Macmillan.
2011. Mary O'Neill Berry, Walter Reichman, Jane Klobas, Malcolm MacLachlan, Harry C. Hui, and Stuart C. Carr. Humanitarian work psychology: The contributions of organizational psychology to poverty reduction. *Journal of Economic Psychology*, 32, 240-247.
2011. Virginia E. Schein, Anthony J. Marsella, Esther Wiesenfeld, Euclides Sanchez, Mary O'Neill Berry, and Walter Reichman. Women in self-organized groups at work: do they promote agency and reduce poverty? *Journal of Managerial Psychology*, 26 (6), 508-521.
2011. Judy Kuriansky and Mary O'Neill Berry. The new "UN Women" at the United Nations. *International Psychology Bulletin*, 15 (2), 58-60.
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