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:**

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<tr>
<th>Surname</th>
<th>Maleka</th>
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<tbody>
<tr>
<td>First Names</td>
<td>Molefe</td>
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<tr>
<td>Cell Number</td>
<td>0825328169</td>
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<tr>
<td>Work Number</td>
<td>012 382-5630</td>
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<tr>
<td>Nationality</td>
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<td>Transport</td>
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<td>Health</td>
<td>EXCELLENT</td>
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<tr>
<td>Residential Area</td>
<td>Gauteng (CENTURION)</td>
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**EDUCATIONAL DETAILS:**

**TERTIARY QUALIFICATIONS**

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<tr>
<th>Institution:</th>
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<tbody>
<tr>
<td>Qualification:</td>
<td>B Soc Sc</td>
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<tr>
<td>Institution</td>
<td>B-Tech Human Resource Management Pretoria (Currently known as Tshwane University of Technology) 1999</td>
</tr>
<tr>
<td>Qualification:</td>
<td>BA Honours: Industrial Sociology</td>
</tr>
<tr>
<td>Honours Topic</td>
<td>Attitudes of nursing students towards HIV+ patients</td>
</tr>
<tr>
<td>Institution:</td>
<td>University of Rand Afrikaans 2002</td>
</tr>
<tr>
<td>Qualification:</td>
<td>MA: Industrial Sociology</td>
</tr>
<tr>
<td>Institution:</td>
<td>University of Johannesburg 2006</td>
</tr>
<tr>
<td>MA Topic:</td>
<td>Employee Wellness Programme And The HIV/AIDS-Related Needs Of Lowest Strata Employees: Nissan, Rosslyn</td>
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<tr>
<td>Course Work</td>
<td>Globalisation, Race, Class and Gender.</td>
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### PERSONAL DETAILS:

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<th>Item</th>
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### EDUCATIONAL DETAILS:

#### TERTIARY QUALIFICATIONS

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<thead>
<tr>
<th>Institution</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>Unibo (Currently known as University of North West) 1994</td>
<td>• Major subjects Psychology 3, Sociology 3 &amp; Statistics 2</td>
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</table>
| B-Tech Human Resource Management Pretoria (Currently known as Tshwane University of Technology) 1999 | • Advanced Strategic Management  
• Advanced Training Management  
• Advanced Labour Relations  
• Advanced Organisational Behaviour/Development  
• Research Methodology |

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<tr>
<th>Qualification</th>
<th>Details</th>
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<tbody>
<tr>
<td>B Soc Sc</td>
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</tbody>
</table>
| BA Honours: Industrial Sociology                | • Group Dynamics  
• Research Methodology  
• Research Seminar  
• Labour Law/ Labour Relations  
• Sociology of work  
• Statistics for Human Sciences                  |
<p>| 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.       |</p>
<table>
<thead>
<tr>
<th><strong>ETDP</strong></th>
<th>Registered as a Facilitator, Assessor and Moderator at the ESETA in 2008</th>
</tr>
</thead>
</table>
| **Qualification** | Certificate in Project Management in 2008  
- 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) |

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<tr>
<th><strong>OTHER TRAINING:</strong></th>
<th>On Job Experience</th>
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<tr>
<td><strong>ICT training</strong></td>
<td>MS Office, Internet, Microsoft Outlook, PowerPoint, Excel, Microsoft Project, Softsim, Paint, Dreamweaver</td>
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<tr>
<td><strong>Financial management training</strong></td>
<td></td>
</tr>
</tbody>
</table>
- 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** |  
- 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

<table>
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<tr>
<th>COMPANY</th>
<th>Tshwane University of Technology (TUT)</th>
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</table>
| CAREER PROGRESSION | • 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
- 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
- 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 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
- Wrote a service delivery report in 2014 for one of the municipalities in the Mpumalanga province

**Journals (DHET accredited)**

Article paper (Non-DHET accredited)


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
- 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
• 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**


**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

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<td>EMPLOYMENT DATES</td>
<td>September and October 2009</td>
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<tr>
<td>POSITION HELD</td>
<td>Research Consulting</td>
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<tr>
<td>PROJECT</td>
<td>BBBEE Project for Dti</td>
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<tr>
<td></td>
<td>• Looking at barriers of black entrepreneurs in the liquor industry</td>
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CORPORATE EXPERIENCE

Responsibilities are as follows:

Strategic Management

- Advice 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

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<tbody>
<tr>
<td>EMPLOYMENT DATES</td>
<td>1st May 1998 to May 2007</td>
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<tr>
<td>POSITION HELD</td>
<td>Training Officer</td>
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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

<table>
<thead>
<tr>
<th>NAME:</th>
<th>Thabo Masete</th>
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<tr>
<td>COMPANY:</td>
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<tr>
<td>POSITION HELD</td>
<td>Training Manager</td>
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<tr>
<th>NAME:</th>
<th>Kgabo Ramara</th>
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<td>COMPANY:</td>
<td>Eskom</td>
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<tr>
<td>POSITION HELD</td>
<td>Manager: Learning Designer Specialist</td>
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<td>CONTACTS:</td>
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<table>
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<tr>
<th>NAME:</th>
<th>Patrick Lekgothoane</th>
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<td>COMPANY:</td>
<td>Tshwane University of Technology</td>
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<tr>
<td>POSITION HELD</td>
<td>Academic Manager at eMalahleni campus</td>
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<td>CONTACTS:</td>
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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.
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

<table>
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<th>Organization</th>
<th>Employer</th>
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<tr>
<td>American Management Association</td>
<td>JP Morgan Chase</td>
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<td>British Telecommunications</td>
<td>Life Office Management Association</td>
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<td>Citizens Utilities</td>
<td>MetLife</td>
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<td>Esther Klein Gallery</td>
<td>Mobil</td>
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<td>General Electric</td>
<td>Olivetti (Europe)</td>
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<td>Head Start</td>
<td>Phipps Houses</td>
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ORGANIZATION DEVELOPMENT & CHANGE MANAGEMENT

Women in Management

- 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  
*International Consultant*  
*Professor Emerita, Gettysburg College*

1986-2006  
*Gettysburg College*  
Professor of Management and Psychology

1982-1985  
*City University of New York*  
Baruch College and The Graduate Center  
Associate Professor of Psychology

1977-1980  
*The Wharton School, University of Pennsylvania*  
Associate Professor of Management

1976-1977  
*Yale University, School of Organization and Management*  
Visiting Associate Professor

1975-1976  
*Case Western Reserve University*  
Associate Professor of Organizational Behavior

1972-1975  
*Metropolitan Life Insurance Company*  
Director of Personnel Research

- Managed staff of seven professionals responsible for the implementation of employee relations and performance improvement programs.

1970-1972  
*Life Office Management Association*  
Manager of Personnel Research

- Validated LOMA employment tests; Director of LOMA Job Attitude Survey Service; Leadership of LOMA Personnel Research Committee.

1969-1970  
*American Management Association*  
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


*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
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                                      | Location                  | Degree                     | Major                                      | GPA            | Years          | University                                      | Location                  | Degree                     | Major                                      | GPA            | Years          |
|-------------------------------------------------|---------------------------|----------------------------|--------------------------------------------|----------------|----------------|-------------------------------------------------|---------------------------|----------------------------|--------------------------------------------|----------------|----------------|-------------------------------------------------|---------------------------|----------------------------|--------------------------------------------|----------------|----------------|
|                                                 |                           |                            |                                            |                |                |                                                 |                           |                            | minor: Business                          |                |                |
|                                                 |                           |                            |                                            |                |                |                                                 |                           |                            |                                           |                |                |
| UNIVERSITY OF TULSA                            | Tulsa, OK                 | M.A.                       | Industrial/Organizational Psychology      | 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


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.


2005- 2015  Associate Dean of Outreach, Cornell University, ILR School, Outreach/Extension Division, 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.


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**


**AWARDS, SCHOLARSHIPS, OTHER RECOGNITION**

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

**SELECTED PROFESSIONAL ORGANIZATION INVOLVEMENT**

<table>
<thead>
<tr>
<th>Role</th>
<th>Organization</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member</td>
<td>Commission on Rehabilitation Counselor Certification (CRCC) Research Committee</td>
<td>2008-2010</td>
</tr>
<tr>
<td>Secretary</td>
<td>American Psychological Association, Division of Rehabilitation Psychology (Division 22)</td>
<td>2008-2010</td>
</tr>
<tr>
<td>Member</td>
<td>National Academy of Social Insurance (NASI)</td>
<td>2003-present</td>
</tr>
<tr>
<td>Member</td>
<td>American Psychological Association Council of Representatives</td>
<td>2002 – 2007</td>
</tr>
</tbody>
</table>
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
Board Member  Division of Rehabilitation Psychology (22) American Psychological Association  1996 – 1998
Committee Member  Division of Rehabilitation Psychology (22) American Psychological Association  1999 - 2005
Committee Member  Social and Ethical Responsibility Committee  1999 - 2005
Executive Board  Fellows Committee  1997 - present
Executive Board  Strategic Planning Committee  1996 - 1999
Executive Board  Education Committee  1986 - 2001
Executive Board  Research Committee  1988 - 1990
President  National Council on Rehabilitation Education  1994 – 1995
President  Rehabilitation Psychology Division American Psychological Association  1990 - 1991

GRANTS SECURED

<table>
<thead>
<tr>
<th>Name/Sponsor</th>
<th>Time Frame</th>
<th>Dollar Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>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)</td>
<td>9/79 to 8/80</td>
<td>$150,000</td>
</tr>
<tr>
<td>Workshop Personnel Administration Training Project - U.S Department of Education, Office of Special Education and Rehabilitation Services, #G028500023 (Project Director)</td>
<td>9/85 to 8/88</td>
<td>$268,077</td>
</tr>
<tr>
<td>Workshop Personnel Administration Training Project - U.S Department of Education, Office of Special Education and Rehabilitation Services, #H129G90008 (Project Director)</td>
<td>9/89 to 8/92</td>
<td>$339,354</td>
</tr>
<tr>
<td>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)</td>
<td>7/88 to 9/88</td>
<td>$31,794</td>
</tr>
<tr>
<td>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)</td>
<td>7/88 to 10/88</td>
<td>$27,600</td>
</tr>
<tr>
<td>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)</td>
<td>11/88 to 3/89</td>
<td>$11,787</td>
</tr>
<tr>
<td>Regional Job Coach Training - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director)</td>
<td>1/89 to 10/89</td>
<td>$22,039</td>
</tr>
</tbody>
</table>
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
<table>
<thead>
<tr>
<th>Project Description</th>
<th>Start &amp; End Dates</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presidential Task Force on Employment of Adults with Disabilities</td>
<td>5/99 to 1/00</td>
<td>$72,395</td>
</tr>
<tr>
<td>Survey of Government Representatives (Project Director and Principal Investigator)</td>
<td>10/1/00 to 12/31/01</td>
<td>$99,699</td>
</tr>
<tr>
<td>Rehabilitation Research and Training Center on Disability and Employment Policy</td>
<td>12/98 to 11/04</td>
<td>$3,500,000</td>
</tr>
<tr>
<td>(Project Director and Co-Principal Investigator)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacific Disability and Business Technical Assistance Center (Project Director)</td>
<td>1/1/00 to 9/30/01</td>
<td>$33,000</td>
</tr>
<tr>
<td>Northeast Disability and Business Technical Assistance Center (Project Director and Principal Investigator)</td>
<td>10/1/01 to 9/30/06 and 10/06 to 9/2011</td>
<td>$5,500,000</td>
</tr>
<tr>
<td>Trends and Best Practices in Serving Social Security Beneficiaries with Disabilities in the United States (Project Director and Principal Investigator)</td>
<td>2/02 to 6/03</td>
<td>$60,000</td>
</tr>
<tr>
<td>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)</td>
<td>10/03 to 12/08</td>
<td>$928,969</td>
</tr>
<tr>
<td>Rehabilitation Research and Training Center on Disability Demographics and Statistics (Co-Principal Investigator)</td>
<td>12/03 to 11/09</td>
<td>$3,750,000</td>
</tr>
<tr>
<td>Using the U.S. Equal Employment Opportunity Commission (EEOC) Employment Discrimination Charge Data System for Research and Dissemination Purposes (Principal Investigator)</td>
<td>10/1/04 – 9/30/09</td>
<td>$450,000</td>
</tr>
<tr>
<td>Web-based Student Processes at Community Colleges: Tools for Ensuring Accessibility (Principal Investigator)</td>
<td>11/1/04 – 10/31/08</td>
<td>$450,000</td>
</tr>
<tr>
<td>Rehabilitation Research and Training Center on Employment Policy for People with Disabilities (Co-Principal Investigator)</td>
<td>12/04 to 11/10</td>
<td>$3,500,000</td>
</tr>
<tr>
<td>Employment Accommodation and Retention Training Project (Kessler Foundation Grant)</td>
<td>6/05 – 12/06</td>
<td>$50,000</td>
</tr>
<tr>
<td>Promoting the Employability and Employment of Persons with Disability through Effective Legislation: Curriculum Development project with International Labor Office</td>
<td>2/06 to 8/06</td>
<td>$33,000</td>
</tr>
<tr>
<td>Disability Case Study Research Consortium on Employer Organizational Practices in Employing People with Disabilities US Department of Labor – ODEP Grant</td>
<td>10/06-9/08</td>
<td>$110,000</td>
</tr>
<tr>
<td>Supporting the Implementation of the United Nations Convention on the Rights of Persons with Disabilities Through the GLADNET Database (ILO Contract)</td>
<td>2/07 – 6/07</td>
<td>$5,000</td>
</tr>
<tr>
<td>National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities (ODEP-DOL Grant)</td>
<td>10/09 – 12/14</td>
<td>$7,619,250</td>
</tr>
<tr>
<td>Center for Rehabilitation Research Using Large Datasets (Subcontract with Univ. of Texas Medical Branch on a Consortium project)</td>
<td>7/1/10-6/30/15</td>
<td>$533,865</td>
</tr>
<tr>
<td>National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities (ODEP-DOL Grant)</td>
<td>10/10 – 10/14</td>
<td>$1,600,000</td>
</tr>
<tr>
<td>Rehabilitation Research and Training Center on Employer Practices Relating to People with Disabilities (Co-Principal Investigator)</td>
<td>10/1/10-9/30/15</td>
<td>$4,000,000</td>
</tr>
<tr>
<td>Organizational Practices to Increase Employment Opportunities for People with Disabilities: The Power of Social Networks</td>
<td>10/1/11 – 9/30/14</td>
<td>$600,000</td>
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</tbody>
</table>
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**

<table>
<thead>
<tr>
<th>Topic/Role</th>
<th>Event/Locations</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building an Inclusive Workforce: Recruitment, Career Development and Retention of Persons with Disabilities</td>
<td>SG Enable, Singapore</td>
<td>May, 2016</td>
</tr>
<tr>
<td>Building an Inclusive Public Service Maximising the Potential of PWDs for Productivity and Innovation</td>
<td>SG Enable, Singapore</td>
<td>May, 2016</td>
</tr>
<tr>
<td>A Transdisciplinary Perspective on Workplace Factors Impacting Employment Outcomes for Individuals with Disabilities</td>
<td>4th Conference on Disability Management, Olten, Switzerland (Keynote)</td>
<td>January, 2016</td>
</tr>
<tr>
<td>Interacting with Employers What Job Developers and Employment Specialists Need to Know</td>
<td>Utah State Rehabilitation Education Session</td>
<td>November, 2015</td>
</tr>
<tr>
<td>Technology and Work: Improving Employment Outcomes for People with Disabilities</td>
<td>ILR Online Webcast</td>
<td>October, 2015</td>
</tr>
<tr>
<td>IDM Interface with Organizational Diversity and Affirmative Action</td>
<td>DMEC Annual Conference, San Francisco</td>
<td>August, 2015</td>
</tr>
<tr>
<td>Sourcing the Best Talent: Effective Recruitment, Hiring, Retention, Advancement and Inclusion of People with Disabilities</td>
<td>SG Enable, Singapore</td>
<td>June, 2015</td>
</tr>
<tr>
<td>Supporting Effective Practices for Disability Inclusion in the Workplace</td>
<td>Singapore Service Providers Workshop</td>
<td>June, 2015</td>
</tr>
<tr>
<td>Disability Disclosure in the Workplace: Building a Climate of Inclusion</td>
<td>AND Conference, Sydney Australia</td>
<td>May, 2015</td>
</tr>
<tr>
<td>Building a Climate of Inclusion</td>
<td>Workshop for Sydney, Australia</td>
<td>May, 2015</td>
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<tr>
<td>Event</td>
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<tr>
<td>Effective Workplace Practices for People with Disabilities</td>
<td>May, 2015</td>
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<tr>
<td>Effective Practices for Disability Inclusion in the Workplace</td>
<td>May, 2015</td>
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<tr>
<td>The role of managers and climate in influencing employees’ disclosure and harassment experiences</td>
<td>May, 2015</td>
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<tr>
<td>Rethinking Disability and LGBTQ Inclusion in the Workplace Building A Disability Climate for Inclusion</td>
<td>April, 2015</td>
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<tr>
<td>Benchmarking Effective Practices for Full Inclusion of Employees with Disabilities</td>
<td>March 2015</td>
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<tr>
<td>Improving Retention and Advancement Opportunities for Employees with Disabilities</td>
<td>March 2015</td>
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<tr>
<td>Globalizing Rehabilitation Psychology: Application of Core Principles in Addressing International and Cross-Cultural Challenges</td>
<td>February 2015</td>
<td></td>
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<tr>
<td>Supporting the Creation of Disability Inclusive Workplaces</td>
<td>February 2015</td>
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<tr>
<td>Youth Transition to Employment: Select U.S. Evidence to Date of Facilitators</td>
<td>January 2015</td>
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<tr>
<td>Improving Retention and Advancement Opportunities for Employees with Disabilities</td>
<td>January 2015</td>
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<tr>
<td>A Tour of BenchmarkABILITY</td>
<td>December 2014</td>
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<tr>
<td>Absence and Disability Management Practices for an Aging Workforce</td>
<td>November 2014</td>
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<tr>
<td>Supporting the Creation of Disability Inclusive Workplaces</td>
<td>November 2014</td>
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<tr>
<td>An Overview of Cornell University, the ILR School, and the Employment and Disability Institute</td>
<td>November 2014</td>
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<tr>
<td>What’s Happening in Employment of People with Disabilities: the United States, Singapore and Globally</td>
<td>November, 2014</td>
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<tr>
<td>Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities</td>
<td>October 2014</td>
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<tr>
<td>Tapping Business Expertise to Increase Employment Outcomes for People with Disabilities</td>
<td>October 2014</td>
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<tr>
<td>Disability and Employment: Integrating research streams and facilitating international collaboration</td>
<td>October 2014</td>
<td></td>
</tr>
<tr>
<td>Event Title</td>
<td>Organizer/Institution</td>
<td>Date</td>
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<tr>
<td>----------------------------------------------------------------------------</td>
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<tr>
<td>Disability Inclusive Workplace Policies and Practices</td>
<td>Senior Leadership Diversity Workshop Penn State Hershey Medical Center</td>
<td>September, 2014</td>
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<tr>
<td>Disability Disclosure in the Workplace: What employers and individuals with disabilities are telling us</td>
<td>Interagency Committee on Employment Webinar</td>
<td>September, 2014</td>
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<tr>
<td>Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities</td>
<td>APA Annual Convention Washington, DC</td>
<td>August, 2014</td>
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<td>The Role of Psychology in Improving Employment Outcomes for People with Disabilities</td>
<td>APA Annual Convention Washington, DC</td>
<td>August, 2014</td>
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<td>Disability Lens on Poverty, Practice, and Policy</td>
<td>Debating the War on Poverty vs. War on the Poor: Psychology’s Contribution APA Annual Convention Washington, DC</td>
<td>August, 2014</td>
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<td>Maximizing Meaningful Disability Workplace Inclusion</td>
<td>CDIP Award Lecture APA Annual Convention Washington, DC</td>
<td>August, 2014</td>
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<td>Employer Practices RRTC: Overview and Findings to Date</td>
<td>NIDRR RRTC Directors Washington, DC</td>
<td>July, 2014</td>
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<td>Economic and Environmental Sustainability: Giving Voice to the Interests of People with Disabilities, Indigenous People, and other Marginalized Populations</td>
<td>Society for Disability Studies Disability and Sustainability Minneapolis, MN</td>
<td>June, 2014</td>
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<tr>
<td>Improving Retention and Advancement Opportunities for Employees with Disabilities</td>
<td>GLADNET Webinar Series: Advancing Opportunities for People with Disabilities</td>
<td>June, 2014</td>
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<td>Creating Disability Inclusive Workplaces</td>
<td>GLADNET Webinar Series: Advancing Opportunities for People with Disabilities</td>
<td>May, 2014</td>
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<td>Organizational Culture and Climate Survey</td>
<td>NASA-JSC Managers Meeting</td>
<td>February, 2014</td>
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<td>Event Title</td>
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<td>An Interdisciplinary Perspective on Workplace Factors Impacting Employment</td>
<td>Rehabilitation Psychology 2014 16th. Annual Conference Wright-Dembo Award Lecture</td>
<td>February, 2014</td>
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<td>Outcomes for People with Disabilities</td>
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<td>Addressing Workplace Discrimination Faced by Individuals with Psychiatric</td>
<td>Diversity Council On Campus</td>
<td>November, 2013</td>
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<td>Disabilities</td>
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<td>Disability Rights as Human Rights</td>
<td>ILR ILO Course</td>
<td>November, 2013</td>
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<td>with Disabilities</td>
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<td>October, 2013</td>
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<td>The 50+Workforce: High Potentials You Might Be Overlooking</td>
<td>ILR Online Webcast Series</td>
<td>October, 2013</td>
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<td>Improving Employment Outcomes for People with Disabilities: Measuring Policy</td>
<td>New Mexico Disability Employment Summit</td>
<td>October, 2013</td>
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<td>Impact, Service Delivery and Employer Practices at the National Level</td>
<td>Southwest Conference</td>
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<td>The New Faces of Diversity: Veterans with Disabilities and Aging Workers</td>
<td>USBLN</td>
<td>October, 2013</td>
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<td>Disabled People and Employment Policy and Employer Practice Implications for</td>
<td>Leverhulme International Network Symposium</td>
<td>September, 2013</td>
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<td>Improving Employment Outcomes for Young Disabled People</td>
<td>Combating Young Disabled People's Worklessness: An International Network</td>
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<td>University of Durham, UK</td>
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<td>Disabilities</td>
<td>Los Angeles, CA</td>
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<td>Employer Perspectives on Retention and Advancement in the New Economy:</td>
<td>National Employment Conference Webinar The New Economy: Rethink, Realign, Reinvent</td>
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<td>Bridging Research and Practice</td>
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<td>August, 2013</td>
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<td>The Aging Workforce: Scope and Scale of the Challenge</td>
<td>The NIDMAR Summer Institute – 2013 Pacific Coast University for Workplace Health</td>
<td>July, 2013</td>
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<td>Sciences Port Alberni, BC</td>
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<td>The Aging Workforce: Age-Sensitive DM and HR Policies and Practices</td>
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<td>Diversity and Disability Practices in Asia: Trends and Opportunities</td>
<td>The Conference Board, Asia-Pacific Human Resources Council Shanghai, China</td>
<td>May, 2013</td>
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<td>Event Title</td>
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<td>The Role of Policy in Rehabilitation Counseling and Research</td>
<td>University of Iowa Department of Rehabilitation and Counseling Education Spring Colloquium April, 2013</td>
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<tr>
<td>A Multi-Disciplinary Perspective on Effective Employer Practices for Enhancing Employment Outcomes for Individuals with Disabilities</td>
<td>NARRTTC Conference Alexandria, VA April, 2013</td>
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<td>Productive Aging: Stay at Work Strategies for an Aging Workforce</td>
<td>DMEC 2013 Virtual Education Forum March, 2013</td>
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<td>Creating a Disability Inclusive Workplace</td>
<td>Cornell University Diversity Update Conference Program November, 2012</td>
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<td>Beyond Yellow Ribbons: Putting Veterans with Disabilities to Work</td>
<td>ILR Webinar Series: October, 2012</td>
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<td>Workforce and Workplace Trends: Impact on Job Seekers with Disabilities and Service Providers</td>
<td>Southwest Conference Albuquerque, NM October, 2012</td>
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<tr>
<td>Employer Practices in Retention, Advancement, and Inclusion of People with Disabilities</td>
<td>University of Dundee, Scotland September, 2012</td>
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<tr>
<td>Emprego &amp; Sustentabilidade Sustainability &amp; Job Creation: Inclusion of People with Disabilities</td>
<td>Conferencia SUDI 2012 Sustainability and Disability Manaus, Brazil September, 2012</td>
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</table>
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:


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
1500 Journey’s End Road
Croton, New York 10520.

Telephone: 914-271-4933 (H)
914-373-9364 (C)
Email: maryo1500@optimum.net

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.


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.


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 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.


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


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


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


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


