

## **EDUCATION**

<b>Doctor of Education</b>	<b>8/2008</b>
<i>Nova Southeastern University – Ft. Lauderdale, Florida</i>	
➤ Concentration: Organizational Leadership	
➤ Minor: Conflict Resolution	
<b>Master of Business Administration</b>	<b>3/2017</b>
<i>Northwest Nazarene University – Nampa, Idaho</i>	
➤ Major: Business Administration	
<b>Master of Public Administration</b>	<b>8/2000</b>
<i>California State University – Northridge, California</i>	
➤ Major: Public Administration	
<b>Bachelor of Science</b>	<b>8/1999</b>
<i>University of La Verne – La Verne, California</i>	
➤ Major: Organizational Management	
<b>Associate of Arts</b>	<b>5/1997</b>
<i>Los Angeles Valley College – Van Nuys, California</i>	
➤ Major: Speech Communication	

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## **TEACHING EXPERIENCE**

<b>Professor of Business (Tenured)</b>	<b>8/2023-Present</b>
<b>Associate Professor of Business (Tenured)</b>	<b>8/2022-8/2023</b>
<b>Associate Professor of Business</b>	<b>8/2018-8/2022</b>
<b>Assistant Professor of Business</b>	<b>8/2016-8/2018</b>
<b>Adjunct Professor of Business</b>	<b>9/2008-8/2016</b>
<i>Northwest Nazarene University – Nampa, Idaho</i>	
• Leadership Development (Graduate, Online & Face-to-Face)	
• Organizational Dynamics (Graduate, Online & Face-to-Face)	
• Strategic Management/MBA Capstone (Graduate, Blended & Face-to-Face)	
• Servant Leadership (Graduate, Online)	
• Leadership and Diversity (Graduate, Online)	
• Leadership and Sustainability (Graduate, Online)	
• Business Processes and Systems (Graduate, Online)	
• Business Environment (Graduate, Online)	
• Advanced Public School Finance (Graduate, Online)	
• Human Resource Management (Undergraduate, Online & Face-to-Face)	
• Principles of Management (Undergraduate, Online & Face-to-Face)	
• Organizational Behavior (Undergraduate, Face-to-Face)	
• Business Communication (Undergraduate, Face-to-Face)	

- Business Statistics (Undergraduate, Face-to-Face)

**Adjunct Professor of Management and Organizational Leadership**

**3/2009-Present**

*George Fox University – Newburg, Oregon*

- Ethics for Managers (Undergraduate, Online)
- Human Resource Management (Undergraduate, Online, Blended and Face-to-Face)
- Leadership Communication (Undergraduate, Online)
- Organizational Communication (Undergraduate, Blended and Face-to-Face)
- Organizational Behavior (Undergraduate, Blended and Face-to-Face)
- Organizational Theory (Undergraduate, Online)
- Seminar in Myers Briggs Type Indicator© (Graduate, Face-to-Face)
- Seminar in Conflict Resolution (Graduate, Face-to-Face)

**Adjunct Instructor of Business**

**1/2001-3/2005**

*University of Alaska, Kenai Peninsula College – Soldotna, Alaska*

- Fundamentals of Supervision (Undergraduate, Face-to-Face)
- Introduction to Business (Undergraduate, Face-to-Face)
- Fundamentals of Financial Management (Undergraduate, Face-to-Face)
- Fundamentals of Oral Communication (Undergraduate, Face-to-Face)

**COURSE DEVELOPMENT EXPERIENCE**

*Northwest Nazarene University – Nampa, Idaho*

- BSNS 6172 Leadership Development (Graduate, Online and Face-to-Face)
- BSNS 6101 Organizational Dynamics (Graduate, Online and Face-to-Face)
- BSNS 6173 Servant Leadership (Graduate, Online and Face-to-Face)
- BSNS 6174 Leadership & Diversity (Graduate, Online)
- BSNS 6175 Leadership & Sustainability (Graduate, Online)
- EDUC 7527 Theoretical Foundations of Online Education (Graduate, Online)
- EDUC 7528 Effective Online Teaching (Graduate, Online)
- EDUC 8673 Advanced Public School Finance (Graduate, Online)
- BSNS 4670 Organizational Behavior (Undergraduate, Online and Face-to-Face)
- BSNS 3640 Principles of Management (Undergraduate, Online and Face-to-Face)
- BSNS 3650 Human Resource Management (Undergraduate, Online and Face-to-Face)

*George Fox University – Newburg, Oregon*

- MAOL 546 Seminar in Conflict Resolution (Graduate, Face-to-Face)
- Seminar in Myers Briggs Type Indicator© (Graduate, Face-to-Face)
- MGOL 440 Human Resource Management (Undergraduate, Online)

**TEACHING-RELATED SERVICE**

*Palgrave Macmillan – London, England*

- Textbook Reviewer  
*Oakshott, L. (2016). Essential quantitative methods for business, management, and finance (6<sup>th</sup> ed.). London: Palgrave Macmillan.*

**3/2018-5/2018**

## **PROFESSIONAL EXPERIENCE**

### **Dean, College of Business**

**6/2022-Present**

*Northwest Nazarene University – Nampa, Idaho*

- Provide leadership and strategic direction for graduate and undergraduate business degree and certificate programs, ensuring alignment with university mission, vision, and values.
- Build strong relationships with the business community and effectively market business degree and certificate programs to businesses and prospective students.
- Recruit, lead, develop, and evaluate business faculty and staff members, and create a culture of continuous improvement.
- Lead strategic planning processes and quality enhancement initiatives that ensure ongoing ACBSP accreditation.
- Develop, implement, and monitor the College of Business budgets and effectively allocate resources for priority initiatives.

### **Leadership and HR Consultant**

**3/2013-Present**

*J. Jensen Group – Nampa, Idaho*

- Design and execute leadership strategies that help organizations adapt to and thrive in an ever-changing global business environment.
- Provide human resource strategic planning and legal counsel services for organizations.
- Provide customized educational and training materials and events for organizations.
- Provide individual and group training in personality type (MBTI®) and Strengthsfinder.

### **Director of Graduate Studies, College of Business**

**1/2019-6/2022**

*Northwest Nazarene University – Nampa, Idaho*

- Provided leadership for graduate business programs, ensuring alignment with university mission, vision, and values.
- Developed and implemented a new Master of Accountancy degree program and a Graduate Certificate in Business Analytics program.
- Updated and refreshed curriculum for the Master of Business Administration degree program.
- Developed, implemented, and monitored graduate business program budgets and effectively allocate resources for priority initiatives.

### **Title III Activity Director/Instructional Designer**

**2/2014-8/2016**

*Northwest Nazarene University – Nampa, Idaho*

- Provided leadership and oversight of Title III course development activities for NNU Online.
- Collaborated with faculty members across all disciplines in online course development.
- Directed pilot testing and evaluation of new online courses.
- Led faculty training in instructional design and delivery strategies for effective online courses.

### **Deputy Superintendent**

**6/2010-3/2013**

### **Chief Business Officer (CFO, CHRO, CTO)**

**3/2005-6/2010**

*Nampa School District – Nampa, Idaho*

- Provided vision and leadership to academic services, business services, and alternative school programs in support of the District's mission, vision, and student achievement goals.
- Enhanced the district's risk management program resulting in significant cost savings in workers' compensation claims, liability insurance premiums, and legal expenses.
- Served as chief negotiator for collective bargaining with the teacher's union.
- Successfully led on-time and under-budget software upgrade projects including the implementation of a new financial/human resource information management system.

- Increased coordination of services and teamwork between administrative departments and schools resulting in a more service-oriented culture within the administrative office.

#### **Director of Human Resources and Finance**

**8/2001-3/2005**

*Banner Health System, Heritage Place – Soldotna, Alaska*

- Provided leadership and strategic direction to human resources, finance, and physical plant in support of the Facility's patient care goals.
- Developed and implemented the Facility's \$7M annual operating budget.
- Successfully implemented a merit pay compensation program for patient care and support staff.
- Enhanced recruitment strategies to attract high-quality applicants for hard-to-fill positions.

#### **PUBLICATIONS**

Jensen, J.D., Dunn, S.L., & Russell, W.J. (2022). *Management failures: Lessons learned through case study*. Nampa, Idaho: J. Jensen Group. Paperback ISBN 978-1-7366318-5-0; eBook ISBN 978-1-7366318-4-3.

Dunn, S.L., & Jensen, J.D. (2021). *Manage with flair (Vol. 5): Smart business sense*. Nampa, Idaho: J. Jensen Group. Paperback ISBN 978-1-7366318-3-6; eBook ISBN 978-1-7366318-2-9.

Dunn, S.L., & Jensen, J.D. (2021). *Manage with flair (Vol. 4): Boards of directors*. Nampa, Idaho: J. Jensen Group. Paperback ISBN 978-1-7366318-1-2; eBook ISBN 978-1-7366318-0-5.

Dunn, S.L., & Jensen, J.D. (2021, March). Risk in leadership and management: Risk-seeking vs. risk averse. *International Journal of Business Administration*, 12(2), 64-75.

Dunn, S.L., & Jensen, J.D. (2021). *Manage with flair (Vol. 3): Management decision making*. Nampa, Idaho: J. Jensen Group. Paperback ISBN 978-1-7333039-8-9; eBook ISBN 978-1-7333039-7-2.

Dunn, S.L., & Jensen, J.D. (2020). *Manage with flair (Vol. 2): Global strategy*. Nampa, Idaho: J. Jensen Group. Paperback ISBN 978-1-7333039-6-5; eBook ISBN 978-1-7333039-5-8.

Dunn, S.L., & Jensen, J.D. (2020). *Manage with flair (Vol. 1): Strategic management*. Nampa, Idaho: J. Jensen Group. Paperback ISBN 978-1-7333039-4-1; eBook ISBN 978-1-7333039-3-4.

Dunn, S.L., Jensen, J.D., & Galloway R.R. (2019). *Navigating religious diversity in the global business environment*. Nampa, Idaho: J. Jensen Group. Paperback ISBN 978-1-7333039-1-0; eBook ISBN 978-1-7333039-0-3; Audiobook ISBN 978-1-7333039-2-7

Dunn, S.L., & Jensen, J.D. (2019, March). Buddhism and Buddhist business practices. *International Journal of Business Administration*, 10(2), 115-128.

Dunn, S.L., & Jensen, J.D. (2019, January). Hinduism and Hindu business practices. *International Journal of Business Administration*, 10(1), 33-48.

Dunn, S.L., & Jensen, J.D. (2018, November). Whither Taiwan: Ilha formosa or ilha devastada? *International Journal of Business Administration*, 9(6), 28-38.

Jensen, J.D. (2018, September). An analysis and evaluation of foreign direct investment in Kosovo. *International Journal of Business Administration*, 9(5), 88-95.

Dunn, S.L., & Jensen, J.D. (2018, July). Judaism and Jewish business practices. *International Journal of Business Administration*, 9(4), 73-88.

Jensen, J.D. (2018, March). Employee motivation: A leadership imperative. *International Journal of Business Administration*, 9(2), 93-98.

Jensen, J.D. (2017, February). The learning organization: A strategic approach to today's global business environment. *Journal of International Management Studies*, 12(1), 55-66.

Jensen, J.D. (2007, December). *Evaluation of a new teacher support program in a Pacific Northwest school district* (Doctoral dissertation). Available from ProQuest Dissertations and Theses Global. (10746710)

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### **CONFERENCE PRESENTATIONS**

Jensen, J.D., & Russell, W.J. (2020, June). What does the market want? Data driven analysis of student and employer needs and expectations. Best of Region Presentation at the Accreditation Council for Business Schools & Programs Annual Conference, International Virtual Conference (due to COVID-19).

Jensen, J.D., & Russell, W.J. (2019, October). What does the market want? Data driven analysis of student and employer expectations. Presentation at the Accreditation Council for Business Schools & Programs Region 7 Fall Conference, Riverside, California.

Jensen, J.D., & Lineman, J.P. (2019, June). Entrepreneurship across the curriculum: Developing the next generation of leaders. Best of Region Presentation at the Accreditation Council for Business Schools & Programs Annual Conference, Houston, Texas.

Jensen, J.D., & Lineman, J.P. (2018, October). Entrepreneurship across the curriculum: Developing the next generation of leaders. Presentation at the Accreditation Council for Business Schools & Programs Region 7 Fall Conference, Kapolei, Hawaii.

Jensen, J.D., Sutton, F.T., & Weber, K.C. (2017, October). Back to basics: Redefining the 3Rs for a transformational student experience contributing to a sustainable business program. Presentation at the Accreditation Council for Business Schools & Programs Region 7 Fall Conference, Denver, Colorado.

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### **CERTIFICATIONS**

**Senior Certified Professional ([SHRM-SCP](#))**  
*Society for Human Resource Management*

**Certified Myers Briggs Type Indicator Practitioner**  
*Center for Psychological Type*

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## MEMBERSHIPS

<b>Human Resource Association of the Treasure Valley</b>	<b>2017-Present</b>
<b>Delta Mu Delta – Lota Theta Chapter</b>	<b>2017-Present</b>
<b>Society for Human Resource Management</b>	<b>2001-Present</b>

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## PROFESSIONAL VOLUNTEER SERVICE

<b>Past-Chair, Region 7</b> <i>Accreditation Council for Business Schools and Programs – Overland Park, Kansas</i>	<b>7/2023-Present</b>
<b>Member, Voice of Work Research Panel</b> <i>Society for Human Resource Management – Alexandria, Virginia</i>	<b>3/2022-Present</b>
<b>Member, Editorial Board</b> <i>International Journal of Business Administration – Toronto, Ontario, Canada</i>	<b>3/2018-Present</b>
<b>Member &amp; Committee Chair, Board of Directors</b> <i>Human Resource Association of Treasure Valley – Boise, Idaho</i>	<b>1/2018-Present</b>
<b>Chair, Region 7</b> <i>Accreditation Council for Business Schools and Programs – Overland Park, Kansas</i>	<b>7/2022-6/2023</b>
<b>Chair-Elect, Region 7</b> <i>Accreditation Council for Business Schools and Programs – Overland Park, Kansas</i>	<b>7/2021-6/2022</b>
<b>Secretary, Region 7</b> <i>Accreditation Council for Business Schools and Programs – Overland Park, Kansas</i>	<b>7/2020-6/2021</b>
<b>Secretary Elect, Region 7</b> <i>Accreditation Council for Business Schools and Programs – Overland Park, Kansas</i>	<b>7/2019-6/2020</b>
<b>Chair, Region 7 Public Relations Committee</b> <i>Accreditation Council for Business Schools and Programs – Overland Park, Kansas</i>	<b>10/2017-10/2019</b>
<b>Member, Finance and Audit Committee of the Board of Directors</b> <i>Mercy Medical Center – Nampa, Idaho</i>	<b>1/2007-1/2010</b>
<b>Member, Board of Directors</b> <i>Boys and Girls Club of the Kenai Peninsula – Kenai, Alaska</i>	<b>1/2004-3/2005</b>

## UNIVERSITY VOLUNTEER SERVICE

<b>Title IX Hearing Officer/Adjudicator</b>	<b>10/2022-Present</b>
<b>Dissertation Committee Chair, Ph.D. &amp; Ed.D. in Education</b>	<b>9/2015-Present</b>
<b>Graduate Academic Council Member</b>	<b>1/2019-Present</b>
<b>Graduate Academic Council Chair</b>	<b>11/2021-9/2022</b>
<b>FPC Compensation &amp; Benefits Committee Member</b>	<b>4/2021-5/2022</b>
<b>Institutional Review Board Member</b>	<b>1/2021-5/2022</b>

<b>HR Director Search Committee Member</b>	<b>11/2020-4/2021</b>
<b>Assessment &amp; Accreditation Committee Member</b>	<b>8/2018-8/2020</b>
<b>Strategic Enrollment Planning (SEP) – Recruiting/Admissions Working Group Member</b>	<b>8/2019-2/2020</b>
<b>CAS Nominations Committee Member</b>	<b>8/2017-8/2019</b>
<b>Commission on Enhancing Teaching &amp; Learning Member</b>	<b>2/2014-5/2019</b>
<b>HR Director Search Committee Member</b>	<b>9/2018-11/2018</b>
<b>Dean of the College of Business Search Committee Member</b>	<b>8/2018-10/2018</b>
<b>New Revenue Streams Task Force Member</b>	<b>5/2018-8/2018</b>
<b>Enactus Faculty Advisor</b>	<b>8/2017- 8/2018</b>
<b>State Authorization Committee Member</b>	<b>9/2015-8/2016</b>
<b>NNU Online Implementation Team Member</b>	<b>2/2014-8/2016</b>
<i>Northwest Nazarene University – Nampa, Idaho</i>	

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### **CHURCH VOLUNTEER SERVICE**

<b>Vice Chair, Board of Directors</b>	<b>3/2023-Present</b>
<b>Finance Committee Member</b>	<b>1/2010-12/2012 &amp; 1/2019-Present</b>
<b>LIFEGroup Leader</b>	<b>1/2014-12/2019</b>
<b>Director of LIFEgroups</b>	<b>5/2016-1/2018</b>
<b>Strategic Development Team Member</b>	<b>1/2013-12/2016</b>
<b>JERICH0 Project Campaign Director</b>	<b>1/2013-12/2016</b>
<b>Sunday School Superintendent</b>	<b>2/2008-2/2009</b>
<b>Sunday School Teacher</b>	<b>1/2007-2/2008</b>
<i>Grace Bible Church – Nampa, Idaho</i>	

<b>Member, Board of Directors</b>	<b>8/2018-7/2023</b>
<i>Wesleyan Bible Camp – Cascade, Idaho</i>	

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### **CONFERENCES**

**Accreditation Council for Business Schools & Programs (ACBSP) 2023 Region 7 Fall Conference**  
*October 12-13, 2023 – Irvine, California*

**Idaho Employment Law Conference 2023**  
*September 15, 2023 – Boise, Idaho*

**Accreditation Council for Business Schools & Programs (ACBSP) 2023 Annual Conference**  
*June 29-July 2, 2023 – Chicago, Illinois*

**Human Resource Association of the Treasure Valley (HRATV) 2023 Conference**  
*May 2, 2022 – Boise, Idaho*

**Accreditation Council for Business Schools & Programs (ACBSP) 2022 Dean’s Symposium**  
*November 14-16, 2022 – Las Vegas, Nevada*

**\*\*Accreditation Council for Business Schools & Programs (ACBSP) 2022 Region 7 Fall Conference**  
*October 13-14, 2022 – Nampa, Idaho*

**Human Resource Association of the Treasure Valley (HRATV) 2022 Conference**  
*April 29, 2022 – Boise, Idaho*

**Accreditation Council for Business Schools & Programs (ACBSP) 2021 Region 7 Fall Conference**  
*October 14, 2021 – Regional Virtual Conference (due to COVID-19)*

**Accreditation Council for Business Schools & Programs (ACBSP) 2021 Annual Conference**  
*June 25-27, 2021 – International Virtual Conference (due to COVID-19)*

**\*\*Accreditation Council for Business Schools & Programs (ACBSP) 2020 Region 7 Fall Conference**  
*October 15-16, 2020 – Regional Virtual Conference (due to COVID-19)*

**\*Accreditation Council for Business Schools & Programs (ACBSP) 2020 Annual Conference**  
*June 22-24, 2020 – International Virtual Conference (due to COVID-19)*

**\*Accreditation Council for Business Schools & Programs (ACBSP) 2019 Region 7 Fall Conference**  
*October 24-25, 2019 – Riverside, California*

**\*Accreditation Council for Business Schools & Programs (ACBSP) 2019 Annual Conference**  
*June 21-24, 2019 – Houston, Texas*

**Human Resource Association of the Treasure Valley (HRATV) 2019 Conference**  
*April 19, 2019 – Boise, Idaho*

**\*Accreditation Council for Business Schools & Programs (ACBSP) 2018 Region 7 Fall Conference**  
*October 11-12, 2018 – Kapolei, Hawaii*

**Human Resource Association of the Treasure Valley (HRATV) 2018 Conference**  
*April 13, 2018 – Boise, Idaho*

**\*Accreditation Council for Business Schools & Programs (ACBSP) 2017 Region 7 Fall Conference**  
*October 25-27, 2017 – Denver, Colorado*

**Accreditation Council for Business Schools & Programs (ACBSP) 2017 Annual Conference**  
*June 24-26, 2017 – Anaheim, California*

**WCET (WICHIE Cooperative for Educational Technologies) 2015 Annual Conference**  
*November 11-15, 2015 – Denver, Colorado*

**Learning DevCamp 2015**  
*June 23-25, 2015 – Salt Lake City, Utah*

**WCET (WICHIE Cooperative for Educational Technologies) 2014 Annual Conference**  
*November 19-21, 2014 – Portland, Oregon*

**Northwest eLearning Conference**  
*October 23-24, 2014 – Boise, Idaho*

**The Sloan Consortium 7<sup>th</sup> Annual International Symposium: Emerging Technologies for Online Learning Conference**  
*April 9-11, 2014 – Dallas, Texas*

\*Conference presenter. See *Conference Presentations* section above.

\*\* Conference chair. Coordinated selection of presentations and overall conference programming.



## **SEMINARS & WEBINARS**

*Seminars = Interactive, live*

*Webinars – Interactive, virtual*

### **What is your HR Leadership Legacy? (Seminar)**

*August 2023 – Human Resource Association of the Treasure Valley*

### **You've Been Ghosted: 3 Steps to Becoming an HR Ghostbuster (Webinar)**

*July 2023 – Human Resource Association of the Treasure Valley*

### **ACBSP Accreditation Evaluator Training (Seminar)**

*June 2023 – Accreditation Council of Business Schools and Programs*

### **Trauma Sensitive Leadership: Creating More Compassionate Workplaces (Seminar)**

*June 2023 – Human Resource Association of the Treasure Valley*

### **Workforce Planning 101: Right People, Right Seats, Right Time (Webinar)**

*April 2023 – Human Resource Association of the Treasure Valley*

### **The Wide World of Global Recruiting (Webinar)**

*March 2023 – Society for Human Resource Management*

### **How to Create an Inclusive Work Culture (Seminar)**

*December 2022 – Human Resource Association of the Treasure Valley*

### **How to Overcome Resistance to DE&I (Seminar)**

*December 2022 – Human Resource Association of the Treasure Valley*

### **2022 Employment Law Update (Seminar)**

*November 2022 – Human Resource Association of the Treasure Valley*

### **Dare to Lead: Choosing Courage Over Comfort (Webinar)**

*October 2022 – Human Resource Association of the Treasure Valley*

### **How to Build DE&I and EQ (Seminar)**

*June 2022 – Human Resource Association of the Treasure Valley*

### **Assurance of Learning in Practice (Webinar)**

*May 2022 – Peregrine Global Services*

### **Foundations of Assurance of Learning (Webinar)**

*April 2022 – Peregrine Global Services*

### **Benefit Trends for Employee Attraction and Retention (Webinar)**

*February 2022 – Human Resource Association of the Treasure Valley*

### **Rediscover the Value of Human Connection (Webinar)**

*January 2022 – Human Resource Association of the Treasure Valley*

### **The Lead Series: Leadership Conversations with CHRO's and Chief People Leaders (Webinar)**

*December 2021 – Human Resource Association of the Treasure Valley*

**Retain and Develop Through a Military Leader Lens (Webinar)**

*November 2021 – Human Resource Association of the Treasure Valley*

**All Catch, No Release: How to Create a Culture of Commitment (Webinar)**

*October 2021 – Human Resource Association of the Treasure Valley*

**The Lead Series: Leadership Conversations with CHRO's and Chief People Leaders (Webinar)**

*September 2021 – Human Resource Association of the Treasure Valley*

**On-Demand Coaching: A New Leadership Development & Retention Solution in Response to Emerging Trends (Webinar)**

*August 2021 – Human Resource Association of the Treasure Valley*

**The Lead Series: Leadership Conversations with CHRO's and Chief People Leaders (Webinar)**

*July 2021 – Human Resource Association of the Treasure Valley*

**2020 Employment Law Update (Webinar)**

*December 2020 – Human Resource Association of the Treasure Valley*

**Understanding the Dynamics of the Multi-Generational Workforce (Webinar)**

*August 2020 – Human Resource Association of the Treasure Valley*

**The Power of your Personal Brand (Webinar)**

*June 2020 – Human Resource Association of the Treasure Valley*

**Network Beyond the Bias: Making Diversity a Competitive Advantage for your Career (Webinar)**

*May 2020 – Human Resource Association of the Treasure Valley*

**HR Leader's Return-to-Workplace Strategies: Challenges, Opportunities and Impacts (Webinar)**

*May 2020 – Human Resource Association of the Treasure Valley*

**COVID-19 Employment Law (Webinar)**

*April 2020 – Hawley Troxell Attorneys and Consultants*

**Overcoming the Barriers of Immigration (Seminar)**

*March 2020 – Human Resource Association of the Treasure Valley*

**Culture of Engagement: Why/How to Build Passionate, Engaged Teams (Seminar)**

*February 2020 – Human Resource Association of the Treasure Valley*

**New Year Resolve-a-lution: Cultivating Resolve and Focus in the New Year (Seminar)**

*January 2020 – Human Resource Association of the Treasure Valley*

**LEAP Leadership Training (Seminar)**

*Fall 2019 – Northwest Nazarene University*

**Emerging Workforce Study - Workplace Transformation: Navigating the New Normal (Seminar)**

*December 2019 – Human Resource Association of the Treasure Valley*

**The Mind, Myths, and Impact of Veterans (Seminar)**

*November 2019 – Human Resource Association of the Treasure Valley*

**Can Good Leaders Truly Motivate Others? (Seminar)**

*October 2019 – Human Resource Association of the Treasure Valley*

**A Framework for the Future (Seminar)**

*September 2019 – Human Resource Association of the Treasure Valley*

**Taking Ownership (Seminar)**

*August 2019 – Human Resource Association of the Treasure Valley*

**Constructive Conversations (Seminar)**

*June 2019 – Human Resource Association of the Treasure Valley*

**Badges, Microcredentials and Stackable Credentials: New Models to Bridge Skills Gaps and Ensure Your Students are Workforce Ready (Webinar)**

*June 2019 – PaperClip Communication*

**Mentoring Graduate Students: Strategic Initiatives to Ensure They Persist & Succeed (Webinar)**

*January 2019 – PaperClip Communication*

**Employee Wellness Programs: Myths and Realities (Seminar)**

*December 2018 – Human Resource Association of the Treasure Valley*

**Using Data to Drive a Strong Culture (Seminar)**

*November 2018 – Human Resource Association of the Treasure Valley*

**Women are THE Competitive Advantage (Seminar)**

*October 2018 – Human Resource Association of the Treasure Valley*

**Generating Effective Teamwork: The Heart of Organizational Success (Seminar)**

*May 2018 – Human Resource Association of the Treasure Valley*

**Watch Your Step! Avoiding Compliance Pitfalls (Seminar)**

*March 2018 – Human Resource Association of the Treasure Valley*

**Three Reasons Your Next Training Program is Likely to Deliver Disappointing Results... (Seminar)**

*February 2018 – Human Resource Association of the Treasure Valley*

**Leading Through Change: Civil Rights Law Trends in Idaho (Seminar)**

*January 2018 – Human Resource Association of the Treasure Valley*

**Five Keys to Building a Culture of Development (Seminar)**

*December 2017 – Human Resource Association of the Treasure Valley*

**Rethinking harassment prevention: Lessons from Fox News, Uber, Sterling Jewelers, and More (Seminar)**

*November 2017 – Human Resource Association of the Treasure Valley*

**Using Neuroscience Principles to Facilitate Strategic Planning (Seminar)**

*October 2017 – Human Resource Association of the Treasure Valley*

**Experts of our Potential: Understanding Why We Win Today, So We Can Keep Winning Tomorrow (Seminar)**

*September 2017 – Human Resource Association of the Treasure Valley*

**Values-Based Leadership: Using Personal Core Values to Lead with Integrity (Seminar)**

*August 2017 – Human Resource Association of the Treasure Valley*

**ACBSP Standards and Criteria Workshop (Seminar)**

*June 2017 – Accreditation Council of Business Schools and Programs*

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