

Catherine R. Bush, Ph.D

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EDUCATION

CENTRAL MICHIGAN UNIVERSITY, Mt. Pleasant, Michigan

Ph.D. (Industrial/Organizational Psychology), December, 2007

M.A. (Industrial/Organizational Psychology), December, 2005

M.B.A (Marketing and Management Concentrations), December, 1988

B.S. in Business Administration (Marketing Major), December, 1983

ACADEMIC TEACHING EXPERIENCE

UNIVERSITY of CENTRAL FLORIDA (*August, 2018 to present*)

Adjunct Faculty teaching courses in Human Resource Management, Organizational Behavior, Healthcare Quality and Marketing within the Department of Health Management and Informatics, including face-to-face as well as online and mixed-mode courses for undergraduate, graduate, executive students, using the Canvas platform for course management.

WALSH COLLEGE (*January, 2020 to August, 2021*)

Facilitation of online learning as adjunct faculty, designing and teaching various courses in the MBA and MSM programs, using the Moodle platform for course management.

FLORIDA INSTITUTE of TECHNOLOGY (*April, 2019 to July, 2021*)

Facilitation of online learning as adjunct faculty, teaching a variety of courses in the MA in Organizational Leadership Program. Contribution includes course development activities as well as teaching, using the Canvas platform for course management.

UNIVERSITY of DENVER (*April, 2019 to March, 2020*)

Facilitation of online learning as adjunct faculty, teaching several courses in the MS in Organizational Leadership Program, using the Canvas platform for course management.

KEISER UNIVERSITY (*July, 2015 to June, 2017*)

West Palm Beach, Florida Flagship Campus

Management Department Chair and Professor

Psychology Program Chair and Professor

Planned curriculum, advised students, mentored and supported faculty. Designed courses and facilitated learning in several management, MBA, and psychology courses, including undergraduate, graduate, and doctoral courses in face-to-face classrooms, blended classrooms, and online.

MARYLHURST UNIVERSITY (*October, 2013 to September, 2017*)

Facilitated online learning as adjunct faculty for the accelerated business management degree program, requiring successful completion of online teaching certification course and effective use of Moodle and Canvas platforms, as well as Jing application.

RICHARD DEVOS GRADUATE SCHOOL of MANAGEMENT**Northwood University (Midland, MI and West Palm Beach, FL)**

Academic Dean (*July, 2009 to June, 2011*)

Associate Professor & Lead MBA Faculty (*September, 2006 to July, 2015*)

Adjunct Faculty (*September, 2001 to August, 2006*)

- Designed curriculum and facilitated learning in several courses, including serving as lead faculty for all leadership and organizational behavior courses, the management and leadership simulation course, and several courses in the Master of Science in Organizational Leadership program.
- Collaborated to design and deliver a unique blended learning platform for the Dealership Executive MBA and Automotive Afterpart Executive MBA program, to enable participation of students from around the world.
- Recognized throughout the university as an expert in the development and delivery of highly interactive, problem-based learning using active learning pedagogy, and frequently called upon to support colleagues in creating more engaged classrooms.
- Hired, trained, and mentored new and existing faculty in various campuses around the world, including Michigan, Texas, Florida, and Switzerland.
- Provided leadership in the coordination of annual system-wide capstone learning event involving all core and adjunct faculty as well as graduating students in a week- long simulated learning experience.
- As a member of the Dean's Council, contributed to various academic processes and decisions, including transitioning the university from terms to semesters, developing faculty standards and expectations, curriculum and program reviews, and significant activities to support the accreditation approval processes and site visits from IACBE, ACBSP, and the Higher Learning Commission.
- Developed and facilitated a leadership development program for institutional leaders throughout the various campuses of the university.
- Certified through ETOM for online teaching. Designed and delivered multiple online and blended courses, using Blackboard course management system.

CENTRAL MICHIGAN UNIVERSITY (*September, 2003 to May, 2005*)

Served as a teaching assistant during my doctoral studies, providing student support for large lecture courses (over 100 students in each Introduction to Psychology class) as well as primary teaching responsibility for 50-60 students in each of the developmental psychology courses.

CONSULTING & INDUSTRY EXPERIENCE

THE LEADERSHIP DOCTORS *(September, 2019 to present)*

Co-Founder and Consulting Partner

We provide thought leadership, coaching and training on a wide range of leadership topics, including the demotivation of employees, managing remote workers, and creating an inclusive workplace culture.

HR-SAFETY GROUP, LLC *(August, 2018 to present)*

Consulting Partner

This consulting firm specializes in offering a wide range of HR, Safety and Analytics support for family and closely-held businesses. I provide consulting services in the area of leadership development, individual coaching, and team building. I also work with clients to improve various processes in working with human resources, such as performance management, hiring practices, and succession planning.

BUSH CONSULTING LLC *(June, 2017 to present)*

Principal Consultant

This consulting firm provides leadership development coaching and consulting and works with individuals as well as groups and teams to enhance the working environment and culture in the workplace. Several approaches are used to provide assessment for discovery, planning and support during implementation of action plans for leadership development outcomes.

LEARNING TECHNOLOGIES *(January, 1995 to July, 2009)*

Principal Consultant

As a self-employed consultant, I have worked with several organizations, designing and delivering various workshops and learning interventions, as well as consulting with leaders on organizational issues, including:

<ul style="list-style-type: none"> • leadership development • team effectiveness • executive coaching • process improvement • employee retention • change management • organizational culture 	<ul style="list-style-type: none"> • conflict management • understanding individual differences • employee satisfaction assessment and feedback • employee assessment and selection • new employee orientation • performance management systems
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Clients included Dow Corning Corporation, Daimler-Chrysler Corporation, Sears Roebuck & Company, First USA Bank, United Airlines, Thomson University, AT&T, Prudential Bank, 3M Corporation, Quebecor World and DTE Energy.

DOW CORNING CORPORATION (*May, 1984 to December, 1994*)

As a designated high-potential employee in this global chemical manufacturing company, I was fortunate to have the opportunity to contribute in the following roles:

- **Human Resource Development Specialist** (*1992-1994*). In this role, I conducted job analyses, created succession plans and development profiles, provided one-on-one leadership coaching, and contributed to the development and global implementation of a new performance management process.
- **Training and Development Consultant** (*1990-1992*). My responsibilities in this job included assessing training needs for middle managers and front-line supervisors as well as conducting training workshops and serving on several action committees for a number of change initiatives across the corporation.
- **Product Line Manager** (*1987-1990*). This role involved effectively managing the relationship between customers and the company's manufacturing, pricing, and processes for three product lines simultaneously.
- **Market Analyst** (*1984-1987*). Researching the opportunities for silicone chemical products to be sold in various applications of the personal care industry was the primary activity within this job.

PUBLICATIONS, POSTERS AND PRESENTATIONS

Publications and Works in Process

Bush, C., Peters, T., Merlini, K. & Burns, G. (n.d.). The Impact of Anti-Racist, Allyship, and Inclusive Leader Behaviors on the Experience of Inclusion Among Black Employees. SIOP Grant Proposal (research in process).

Moon, N., Peters, T. & Bush, C. (n.d.). The Development and Validation of a Measure of Leadership Behaviors that Impact Employee Demotivation (research in process).

Bush, C. & Peters, T. (March, 2020). *The Demotivated Employee: Helping Leaders Solve the Motivation Crisis That is Plaguing Business*. Forbes/Advantage Books: Charleston, SC.

Bush, M., Williams, G., Bush, C., & Djokic, B. (2016). The impact of residents' primary contact location in determining the nursing home market. *Journal of Strategic & International Study*, 11(2).

Bush, M., Williams, G., Bush, C., & Djokic, B. (2016). Distance, an important variable in nursing home selection for primary contact in Kentucky market. *International Journal of Strategic Management*.

Bush, C.R. (2007). *Leadership Effectiveness and Leadership Styles Around the World: Structure, Consideration, and Transformational Leadership Behaviors*. Unpublished dissertation, Central Michigan University, Michigan.

Bush, C.R. (2005). *Leadership Characteristics that Influence Group Dispositions*. Unpublished master's thesis, Central Michigan University, Michigan.

Conference Presentations and Keynote Addresses

Peters, T., & Bush, C. (April, 2021). *Employee Demotivation: What Leaders Can Do During Crisis and Beyond*. Presentation scheduled for the Annual Conference of the Higher Learning Commission (HLC).

Peters, T., Bush, C. & Merlini, K. (October, 2020). *Assessing the Impact of Allyship and Inclusion Behaviors on the Experience of Inclusion and Perceptions of Racism/Anti-Racism Among Black Employees*. Presentation to the ACBSP Region 6 Fall Conference.

Bush, C.R. (August, 2019). *Building a Strong Organizational Culture*. Concurrent Session Speaker for Annual HR Florida State Conference.

Bush, C.R. (July, 2018). *Challenging the Paradigms of Performance Management Systems*. Keynote Address for dinner meeting of the Human Resources of Palm Beach County chapter.

Bush, C.R. (May, 2016). *Developing Leaders to Engage and Empower Others to Excel*. Presentation to the Annual Conference and Expo of the Human Resources of Palm Beach County.

Beehr, T.A., Burns, G.N., Bush, C.R., Castano, N., Dai, G., Kotrba, L., Nieminen, L., Ogliastri, E., Sully de Luque, M.F., Wagner, S.H. (April, 2015). *New Perspectives on Global Leadership: Implicit Theories and Leader Effectiveness*. Symposium presented at the annual meeting of the Society of Industrial & Organizational Psychology, Philadelphia, PA.

Bush, C.R. (November, 2012). *Diagnosing Your Leadership Style*. Presentation to Northwood University Alumni Association, Southeast Regional Meeting.

Bush, C. & Swogger, K. (November, 2012). *Working with People Across Generations*. Presentation to Associates Meeting of Holland & Knight.

Bush, C.R. (February, 2010). *Are you Creating a Positive Environment?* Workshop presented to AAUW Midland Chapter.

- Bush, C.R. (November, 2009). *Emotional Intelligence: The Sine Qua Non of Leadership*. Presentation to the Midland Young Professionals Chapter of Midland Area Chamber of Commerce.
- Bush, C.R. (May, 2009). *Making Work Meaningful and Fun*. Presented to Northwood University Faculty Summit.
- Bush, C.R. (November, 2008). *Ten Powerful Phrases for Positive People*. Omniquest Discussion of the book by Richard DeVos (2008) for the Mindprime group of Northwood University.
- Bush, C.R. & Wagner, S.H. (April, 2007). *Leader Behavior and Group Potency: Effects of Subordinate Agreement*. Poster presented at the annual meeting of the Society of Industrial & Organizational Psychology, New York, NY.
- Wagner, S.H, Bush, C.R., Bailey, E.J., & Filipkowski, M.R. (May, 2006). *Employee Ownership and Organizational Commitment: A Meta-Analysis*. Poster presented at the annual meeting of the Society of Industrial & Organizational Psychology, Dallas, TX.
- Bush, C.R. (May, 2001). *Engaging Organizational Talent*. Presentation at the International Society for Performance Improvement, Chicago, IL.
- Bush, C.R. (April, 2000). *Successful Teamwork – Making the Most of Everyone’s Talents*. A workshop presented to the Detroit Conference of the United Methodist Church.
- Bush, C.R. (September, 1999). *Coaching for Career Power*. Keynote address at the Daimler-Chrysler Procurement and Supply Leadership Council, Auburn Hills, MI.
- Bush, C.R. (May, 1998). *How do you Keep ‘em Down on the Farm? Attracting and Retaining Employees at Dow Corning*. Presentation at the International Quality and Productivity Center, Orlando, FL.

MEMBERSHIP AFFILIATIONS (Past and Present)

- Society for Industrial and Organizational Psychology (SIOP)
- Academy of Management, OBM and ODC divisions
- American Psychology Association (APA)
- American Society of Training & Development (ASTD)
- Association for Psychological Type (APT)
- Society of Human Resource Managers (SHRM)
- Human Resources of Palm Beach County Chapter (HRPBC)