# ACADEMIC LEADERSHIP

**Director of Faculty Development** January 2005-Present

Trident University International (formerly TUI University / Touro University International), Cypress, CA

* Ensures that every new full-time and part-time faculty member is prepared to engage and teach Trident’s students effectively by orienting them to Trident’s vision, mission, values, culture, systems, policies, procedures, and students.
* Works collaboratively with leadership in Academic Affairs, Human Resources, Information Technology and Operations to periodically identify and assess faculty training, development, and work-life related needs, and to develop and implement cost-effective solutions that are responsive to those needs in support of Trident University’s strategy and students.
* Develops, implements, updates, and maintains in partnership with IT the web-based Center for Faculty Excellence (CFE) as a hands-on, experiential faculty training environment.
* Serves as a thought leader regarding matters related to faculty orientation, training, development, and work-life, and advises the Provost in these areas.
* Helps the Provost provide overall leadership of the faculty in support of and alignment with the University’s mission, vision, values, and strategy.
* Leads the Faculty Development and Work-life Committee to elicit and discuss faculty input on matters pertaining to faculty development and work-life, and develops proposals for review by the Provost and/or his designees.
* Designs, leads, and manages the budget for periodic faculty retreats.
* Develop, administer, and coordinate the analysis of, and present and follow-up on findings related to the faculty climate and work-life survey.
* Develops and delivers synchronous and asynchronous, virtual and face-to-face workshops to support identified faculty development needs in areas such as student engagement, assessment, and development of program learning outcomes.

**Faculty Lead in Management, PhD in Business Administration Program** July 2011-June 2012

Trident University International, Cypress, CA

Led full-time doctoral faculty in collaboratively redeveloping curriculum in research design and management and organizations areas in the doctoral program in business administration to align with qualifying exam requirements and address program review feedback. Provided ongoing coaching and training support for management faculty in the doctoral program.

**Coordinating Faculty** September 2004 – December 2009

Trident University International (formerly TUI University / Touro University International), Cypress, CA

Re-developed the curriculum in the HRM concentrations in the bachelor’s and master’s programs to align with the SHRM competencies for the PHR certification. Led part-time faculty in the BSBA and MBA programs to:

* Ensure high quality teaching across faculty
* Develop courses
* Ensure course content is current and relevant in all courses assigned
* Facilitate ongoing development and training of part-time faculty
* Promote and encourage student engagement and curricular innovation
* Engage part-time faculty in incorporating student feedback into course development
* Review part-time faculty performance quarterly and make recommendations to the dean regarding faculty hiring and retention
* Serve on full-time faculty search committees

Service Committees - Chaired

Trident University International (formerly TUI University / Touro University International), Cypress, CA

LMS Implementation Training and Communication Team 2012-Present

Faculty Handbook Committee 2012-2014

Faculty Voice Committee 2009-2010

Faculty Support-Student Learning Committee 2007-2010

HRM Certificate Program Development Committee 2006

Recognition and Reward Program Proposal Development 2005

**Service Committees - Member**

Trident University International (formerly TUI University / Touro University International), Cypress, CA

Academic Leadership Team 2008-Present

Academic Policy Committee, Ex Officio 2012-2013

Academic Technology Committee, Ex Officio 2012-2013

Committee on Persistence and Retention 2013-2015

Faculty Communications Committee Spring 2011

Faculty Engagement Committee Spring 2011

PhD in Business Administration Program Review Committee 2009-2011

WASC Interim Report – Drafted and Edited Report 2015

WASC Accreditation Committee 2006-2012

Faculty Integration-Student Learning Committee, CBA-CIS Program Review Committee 2007

CBA-CIS PhD Electives Committee 2007

CBA-CIS PhD Core Curriculum Committee 2005-2012

CBA-CIS Undergraduate & Masters Programs Core Curriculum Review Committee 2005

Alliant International University, Department of I-O Psychology

Recruiting committee – presentations to undergraduate campuses 2004

At Provost’s request, design and facilitate cross-campus retreat for all I-O faculty 2003

# TEACHING

**Associate Professor of Business Administration** March 2008-June, 2013

Trident University International, College of Business Administration

Doctoral courses:

* Organizational Behavior, Organizational Theory, Organizational Development and Change, Research Capstone Course, Qualitative Methods

MBA courses:

* Strategic Leadership, Human Resource Management concentration courses

Undergraduate courses:

* Organizational Behavior and Teamwork, Human Resource Management concentration courses

**Assistant Professor of Business Administration** September 2004-February 2008

TUI University / Touro University International, College of Business Administration

Doctoral courses:

* Organizational Behavior, Organizational Theory, Organizational Development and Change, Research Capstone Course, Qualitative Methods

MBA courses:

* Re-design and manage the MBA and undergraduate concentrations in Human Resource Management, and the certificate program in HRM, involving course design, management, and coordination and oversight of teaching faculty. Also taught MBA level courses in OB and leadership.

**Adjunct Faculty, Masters in Community and Eco-Psychology Program** Winter 2012

Pacifica Graduate Institute, Santa Barbara, CA

* Practicum in appreciative inquiry in community development

**Adjunct Faculty, Doctor of Management Program** Fall 2005-2011

Colorado Technical University, Institute for Advanced Studies, Doctorate of Management Program

Doctoral courses:

* Research Design and Mixed Methods
* Organizational Theory
* Management

**Supporting Faculty of Business Administration** Fall 2004

Graziadio School of Business & Management, Pepperdine, MBA program

MBA courses:

* Human Behavior in Organizations
* Group Development retreat design and facilitation

**Lecturer (full-time)** in MA and PhD programs in I-O Psychology 2003-2004

California School of Organizational Studies, Alliant International University

Doctoral Courses:

* Organizational and Professional Communications
* Facilitation Skills
* Collaborative Organization and Team Design
* Business Principles

**Part-time Faculty, Asian Healthcare Executive MBA Program** 2000– 2002

California Management Institute

Taught intensive executive format courses for senior and middle managers in healthcare.

Masters and MBA Courses:

* Managerial Communication
* Organizational Behavior
* Organizational Innovation and Change

## RESEARCH AND PUBLICATIONS

# Note: Research that I chaired and/or substantively guided with students and/or faculty is highlighted in yellow:

**Research Awards and Honors**

Best Division Paper Finalist, 2009, Organizational Development and Change Division, Academy of Management Meeting, Chicago, IL.

Best Theory to Practice Paper Award Nominee, 2008, Health Care Management Division, Academy of Management Meeting, Anaheim, CA.

Carolyn Dexter Award - Finalist, 2003, Academy of Management Annual Meeting, Seattle, WA. This all-Academy award is given to the paper that best meets the objective of internationalizing the Academy. The five finalists were selected from forty-two papers nominated by each of the academy’s divisions.

Best Student Paper Award, 2002, ODC Division, and Carolyn Dexter Award Nominee, Academy of Management Annual Meeting, Denver, CO.

Master’s Thesis Special Award, 1997, California School of Professional Psychology (Alliant International University), Alhambra, CA

Summa Cum Laude and George H. Cook Scholar with independent research, Rutgers University, Cook College, New Brunswick, NJ

**Journal Articles – Peer Review**

Russo, R., Fitzgerald, S. P., Fuchs, B. D., Eveland, J. D., Redmon, P. (2012). Improving physician clinical documentation quality: Evaluating two self-efficacy-based training programs. *Health Care Management Review*. doi: 10.1097/HMR.0b013e3182572c7b

Gygax, M., & Fitzgerald, S. P. (2011, June). Enriching the positive organizational behavior framework with wisdom. *International Journal of Business Research, 11*(2), 23-41

Fitzgerald, S. P., Eveland, J. D.; & Wakefield, T. (2011, June). Liberating voice constraints: A systemic process model of voice. *Review of Business Research, 11*(1), 10-21*.*

Oliver, C., Fitzgerald, S. P., & Hoxsey, J. C. (2011, June). Critical appreciation of Appreciative Inquiry: Reflexive choices for shadow dancing. *Review of Business Research, 11*(2), 45-59*.*

Gill, A., Flaschner, A. B., Culpepper, A., & Fitzgerald, S. P. (2010). The relations of transformational leadership and empowerment with employee job satisfaction: A study among Canadian restaurant and hotel employees. *Res Manageria, 1*(1)*,* 20-31.

Fitzgerald, S. P., Oliver, C., & Hoxsey, J. (2010). Appreciative Inquiry as a Shadow Process. *Journal of Management Inquiry, 19,* 220-233*.*

Fitzgerald, S. P., Oliver, C., & Hoxsey, J. (2010). Authors’ Response to Commentaries on “Appreciative Inquiry as a Shadow Process”. *Journal of Management Inquiry, 19,* 242-244*.*

Gill, A., Fitzgerald, S. P., Bhutani, S., Mand, H. S., & Sharma, S. P. (2010). The relationship between transformational leadership and employee-desire for empowerment. *International Journal of Contemporary Hospitality Management, 22*(2). 263-273.

Myer, S. R., Donovan, L. L., & Fitzgerald, S. P. (2007). Transformative learning and appreciative inquiry: Incorporating coaching and action for deep organizational change. *International Journal of Coaching in Organizations*, *4,* 30-42.

Miller, M. G., Fitzgerald, S. P., Murrell, K. L., Preston, J., & Ambekar, R. (2005). Appreciative inquiry in building a transcultural strategic alliance: The case of a Biotech Alliance between a US Multinational and an Indian Family Business. *The Journal of Applied Behavioral Science 41*(1), 91-110.

Fitzgerald, S. P., Murrell, K. L., & Miller, M. (2003, Spring). Appreciative inquiry: Accentuating the positive. *Business Strategy Review 14*(1), 5-7.

Newman, H. L., & Fitzgerald, S. P. (2001, Fall). Appreciative inquiry with an executive team: Moving along the action research continuum. *Organization Development Journal 19*(3), 37-44.

## Conference Proceedings – Peer Review

Haber, J. A., Fitzgerald, S. P., & Berkley, R. L. (2010, October). ***Perceptions of Competency Norms in the Workplace: Scale Development*. Southern Management Association Meeting, St. Pete Beach, FL. Accessed March 11, 2011 at** <http://southernmanagement.org/meetings/2010/proceedings/PaperID286.pdf>

Haber, J., A., Brouer, R. L., & Fitzgerald, S. P. (2009, August). *Impressions of Competency: Tactics and Effectiveness.* Academy of Management Meeting Best Paper Proceedings CD-ROM (invited to submit), Academy of Management Meeting, Chicago, IL.

Myer, S. R., Donovan, L. L., & Fitzgerald, S. P. (2007, August). Transformative learning and appreciative inquiry: Incorporating coaching and action for deep organizational change. Academy of Management Meeting Best Paper Proceedings CD-ROM, Academy of Management Meeting, Philadelphia, PA.

Fitzgerald, S. P., & Oliver, C. (2006, October). *Walking the dark side of positive organizational behavior: Appreciating the role of the shadow*. Proceedings CD-ROM, Southern Management Association meeting; Clearwater Beach, Florida. Accessed March 11, 2011 at <http://southernmanagement.org/meetings/2006/proceedings/PaperID306.pdf>

Miller, M. G., Fitzgerald, S. P., Murrell, K. L., & Preston, J. (2002, August). *The efficacy of appreciative inquiry in building relational capital in a transcultural strategic alliance*. Academy of Management Meeting Best Paper Proceedings CD-ROM, Academy of Management Meeting, Denver, CO.

Miller, M. G. & Fitzgerald, S.P. (2002, July). *The impact of national culture on the design of appreciative inquiry in a transcultural strategic alliance*.Ninth International Conference on Advances in Management, Boston, MA.

Newman, H. L., & Fitzgerald, S. P. (2000, July). *Appreciative inquiry with an executive team: Moving along the action research continuum*. Seventh International Conference on Advances in Management, Boulder Springs, CO.

Fitzgerald, S. P. (2000, July). *Building personal and procedural trust through Sino-American joint ventures: The transfer of culturally embedded knowledge*. Seventh International Conference on Advances in Management, Boulder Springs, CO.

Fitzgerald, S. P. (1999, July). *Virtual team design, building and effectiveness*.Seventh International Conference on Advances in Management,Baton Rouge, LA.

Fitzgerald, S. P. (1999, July). *Practical, ethical and methodological issues in using the internet for research data collection*. Seventh International Conference on Advances in Management,Baton Rouge, LA.

Fitzgerald, S. P. (1998, July). ***The role of guanxi in Sino-American joint ventures***. Fifth International Conference on Advances In Management, Lincoln, U.K.

**Dissertation**

Fitzgerald, S. P. (2003). Exploring collaborative capacity in a global chaordic alliance - The United Religions Initiative. *Dissertation Abstracts International, 64*(01), DAI-B). (UMI No. AAT-3077445)

**Books (Reviewed by Stuart Craner, Editor of Business Strategy Review, Associated with London Business School, UK)**

Fitzgerald, S. P. (March, 2002). *Decision-making*. Oxford, UK: Capstone Publishing Limited.

Fitzgerald, S. P. (March 2002). *Organizational models*. Oxford, UK: Capstone Publishing Limited.

**Book Chapters – Peer Review**

Fitzgerald, S. P. (2005). The collaborative capacity framework: From local teams to global alliances. In M. M. Beyerlein, D. A. Johnson, & S. T. Beyerlein (Vol. Eds.), *Advances in interdisciplinary studies of work teams: Vol. 10. Complex collaboration*. San Diego, CA: Elseviere Inc.

Mankin, D., Cohen, S., & Fitzgerald, S. P. (2005). Complex collaborations: Basic principles to guide design and implementation. In M. M. Beyerlein, D. A. Johnson, & S. T. Beyerlein (Vol. Eds.), *Advances in interdisciplinary studies of work teams: Vol. 10. Complex collaboration*. San Diego, CA: Elseviere Inc.

Miller, M. G., Fitzgerald, S. P., & Murrell, K. L. (2005). The efficacy of AI in building relational capital in a transcultural strategic alliance. D. L. Cooperrider, et al. (Eds.) *Appreciative Inquiry: Foundations in positive organization development.* Champaign, IL: Stipes.

Fitzgerald, S. P., Murrell, K. L., & Newman, H. L. (2001, November). Appreciative inquiry – the new frontier. In J. Waclawski & A. H. Church (Eds.), *Organization development: Data driven methods for change* (pp. 203-221)*.* San Francisco: Jossey-Bass Publishers, 203-221.

**Co-Editor – Special Issue**

Fitzgerald, S. P., & Oliver, C. (2012, November, at invitation of editor Anne Radford*). The role of the shadow in appreciative inquiry.*

Mohr, B. J., & Fitzgerald, S. P. (2006, May). Getting started: Secrets to successfully initiating and contracting for successful large inquiries. *Appreciative Inquiry Practitioner.*

## Conference Presentations

Haber, J. A., Fitzgerald, S. P., & Berkley, R. L. (2012, August). *An empirical test of shadow theory: Antecedents and outcomes of the fear of appearing incompetent.* Academy of Management Meeting, Boston, MA, accepted for research paper presentation in the Organizational Behavior Division.

Gygax, M., & Fitzgerald, S. P. (2011, June). Enriching the positive organizational behavior framework with wisdom. *International Academy of Business and Economics,* Barcelona, Spain.

Fitzgerald, S. P., Eveland, J.D.; & Wakefield, T. (2011, June). Liberating voice constraints: A systemic process model of voice. *International Academy of Business and Economics,* Barcelona, Spain.

Oliver, C., Fitzgerald, S. P., & Hoxsey, J. C. (2011, June). Critical appreciation of Appreciative Inquiry: Reflexive choices for shadow dancing. *International Academy of Business and Economics,* Barcelona, Spain.

Haber, J. A., Fitzgerald, S. P. , & Berkley, R. L. (2010, October). ***Perceptions of Competency Norms in the Workplace: Scale Development*. Southern Management Association Meeting, St. Pete Beach, FL.**

Haber, J., A., Brouer, R. L., & Fitzgerald, S. P. (2009, August). *Impressions of Competency: Tactics and Effectiveness.* Academy of Management Meeting, Chicago, IL, Organizational Development Division Paper Presentation and finalist for best paper award.

Capodacqua, D., Fitzgerald, S. P., Berkley, R., & Wech, B. A. (2008, August). *Come Out, Come Out Wherever You Are? An Examination Of Disclosure At Work In An E I T  Context*. Academy of Management Meeting, Anaheim, CA, Gender & Diversity in Organizations Division Paper Presentation.

Hammond, H., Fitzgerald, S. P., & Savitz, R. (2008, August). *Antecedents to Affective Commitment to the Team and Their Impact on Team Effectiveness.* Academy of Management Meeting, Anaheim, CA, Organizational Behavior Division Paper Presentation.

Russo, R., & Fitzgerald, S. P. (2008, August). *Clinical Documentation: Implications for Health Care Quality and Cost.* Academy of Management Meeting, Anaheim, CA, Healthcare Management Division Paper Presentation. Selected as Finalist for best Theory to Practice Paper Award.

Lalak, R. F., & Fitzgerald, S. P. (2007, May). *Employee Resilience: Potential Impacts on Burnout and Job Engagement.* Eastern Academy of Management Meeting, New Brunswick, NJ, OB Track Paper Presentation.

Savitz, R., Fitzgerald, S. P., & Shackman, J. (2007, August). *The Impact of National Culture On Corporate Diversification*. Academy of Management Meeting, Philadelphia, International Management Track Paper Presentation.

Oliver, C., & Fitzgerald, S. P. (2007, August). *Appreciative Inquiry as a Charmed Loop through Reflexive Consciousness: Integrating the Shadow*. Academy of Management Meeting, Philadelphia, ODC Track Paper Presentation.

Myer, S., Donovan, L., & Fitzgerald, S. P. (2007, August). *Transformative Learning and Appreciative Inquiry: A More Perfect Union for Deep Organizational Change*. Academy of Management Meeting, Philadelphia, ODC Track Paper Presentation.

Fitzgerald, S. P., & Oliver, C. (2006, October). *Walking the dark side of positive organizational behavior: Appreciating the role of the shadow*. Annual meeting of the Southern Academy of Management, Clearwater, Florida.

Capodacqua, D., & Fitzgerald, S. P. (2003, March). *Opening the organizational closet: The impact of sexual identity disclosure on organizational innovation*. Annual meeting of the Western Academy of Management, Long Beach, CA.

# Fitzgerald, S. P., Marshall, D, Nemiro, J., & Houlihan, M. (2004, August). Lights, camera, research!? In C. Gardner, (Chair), *Using visual methodologies in organizational research.* Symposium conducted at the meeting of the Academy of Management, New Orleans, Louisiana.

# Fitzgerald, S. P., Nemiro, J. E., Fry, R. E., & Murrell, K. L. (2003, August). *Exploring Collaborative Capacity in a global chaordic alliance with virtual appreciative inquiry*. Academy of Management Meeting, Seattle, shared interest track, paper presentation, selected as one of five finalists for the Carolyn Dexter Award.

Miller, M. G., Fitzgerald, S. P., Murrell, K. L., & Preston, J. (2002, August). *The efficacy of appreciative inquiry in building relational capital in a transcultural strategic alliance: Case study of a US-India biotech alliance*. Academy of Management Meeting, Denver, ODC track, paper presentation, AoM ODC Division - Best Student Paper, and nominated for the Carolyn Dexter Award.

Miller, M. G. & Fitzgerald, S.P. (2002, July). *The impact of national culture on the design of appreciative inquiry in a transcultural strategic alliance.* Ninth International Conference on Advances in Management, Boston, MA.

Fitzgerald, S. P. (2000, August). *ThemeSummit '99: A pluralistic program evaluation.* Academy of Management Meeting, Chicago, ODC track, paper presentation.

### Newman, H. L., & Fitzgerald, S. P. (2000, July). Appreciative inquiry with an executive team: Moving along the action research continuum. Seventh International Conference on Advances in Management, Boulder Springs, CO.

Fitzgerald, S. P. (2000, July). *Building personal and procedural trust through Sino-American joint ventures: The transfer of culturally embedded knowledge.* Seventh International Conference on Advances in Management, Boulder Springs, CO.

Fitzgerald, S. P. (1999, July). *Virtual team design, building and effectiveness.* Seventh International Conference on Advances in Management,Baton Rouge, LA.

Fitzgerald, S. P. (1999, July). *Practical, ethical and methodological issues in using the internet for research data collection.* Seventh International Conference on Advances in Management,Baton Rouge, LA.

Fitzgerald, S. P. (1998, July). *The role of guanxi in Sino-American joint ventures*. Fifth International Conference on Advances In Management, Lincoln, U.K.

**Workshops – Peer Review**

Fitzgerald, S. P., & Oliver, C. (2012, August). *Developing self as instrument in dialogic OD: Reflexive choices for shadow dancing.* Professional Development Workshop for the Management Consulting Division. Academy of Management Meeting, Boston, MA.

Jørgensen, K. M., Fitzgerald, S. P., Klee, N., & Camille Strand, A. M. (2011). *Material Story Lab.* Professional Development Workshop for the Management Education Division, Academy of Management Meeting, San Antonio, TX.

Miller, M. G, Fitzgerald, S. P., Capper, J. L, & Preston, J. C. (2009). *Moving Groups Beyond Commiseration to Create Sustainable Change.* Professional Development Workshop for the Organizational Development and Change Division, Academy of Management Meeting, Chicago, IL.

Oliver, C. & Fitzgerald, S. P. (2008, August). *Reflexive Inquiry as aid to Appreciative Inquiry. Professional Development Workshop for the Organizational Development and Change* Division, Academy of Management Meeting, Anaheim, CA.

Fitzgerald, S. P., Oliver, C., & Hoxsey, J. C. (2007, August). *Appreciating the Role of the Shadow in “Positive” Organizational Theory and Practice.* Academy of Management Meeting, Philadelphia, ODC Track Professional Development Workshop.

**Conference Track and Symposia Chairs**

Fitzgerald, S. P. (2000, July). International Management Track, Co-Chair, Seventh International Conference on Advances in Management, Boulder Springs, CO.

Fitzgerald, S. P. (1999, July). *Virtual team design, building and effectiveness*.Symposium Chair, Seventh International Conference on Advances in Management,Baton Rouge, LA.

Fitzgerald, S. P. (1999, July). *Practical, ethical and methodological issues in using the internet for research data collection*. Symposium Chair, Seventh International Conference on Advances in Management,Baton Rouge, LA.

**On-Line Practitioner Articles**

Fitzgerald, S. P., Nemiro, J. E., Fry, R. E., & Murrell, K. L. (2003, Spring). Using an “appreciative design compass” to uplift collaborative capacity. *Appreciative Inquiry Practitioner*.

Fritz, R. E., & Fitzgerald, S. P. (2003, Spring). *Balancing forgiveness and accountability in organizational change.* Louisville, KY: BrownHerron Publishing.

Fritz, R. E., & Fitzgerald, S. P. (2003, Spring). *Leading with forgiveness for growth and change.* Louisville, KY: BrownHerron Publishing.

Fritz, R. E., & Fitzgerald, S. P. (2003, Spring). *Leading with resilience.* Louisville, KY: BrownHerron Publishing.

Fritz, R. E., & Fitzgerald, S. P. (2003, Spring). *Patient safety: Balancing accountability with forgiveness.* Louisville, KY: BrownHerron Publishing.

Fritz, R. E., & Fitzgerald, S. P. (2003, Spring). *Resilience – downsizing and integrity.* Louisville, KY: BrownHerron Publishing.

Fritz, R. E., & Fitzgerald, S. P. (2003, Spring). *Resilience and organization change.* Louisville, KY: BrownHerron Publishing.

Fritz, R. E., & Fitzgerald, S. P. (2003, Spring). *Service through leading and following.* Louisville, KY: BrownHerron Publishing.

Fitzgerald, S. P. (August, 2001). The social enterprise revolution. *The entrepreneur report 2001.* Available: http://ftdynamo.com (web-site for the Financial Times of London).

Fitzgerald, S. P. (August, 2001). Intrapraneuring grows up. *The entrepreneur report 2001.* Available: http://ftdynamo.com (web-site for the Financial Times of London).

## Research Supervision

## Dissertations - Committee Chair

Gygax. M. (2012). *Measuring the Impact of Managerial Wisdom Engagement in Financial Decision Making.* TUI University, Cypress, California.

Haber, J. (2010). *Impressions of Competency in the Workplace and the Shadow*. Ph.D. dissertation, TUI University, United States -- California. Retrieved October 12, 2010, from Dissertations & Theses: Full Text.(Publication No. AAT 3405649).

Hammond, H. (2008). *The Antecedents of Affective Commitment to the Team and Their Impact on Team Effectiveness*. Ph.D. dissertation, TUI University, United States -- California. Retrieved October 12, 2010, from Dissertations & Theses: Full Text.(Publication No. AAT 3304573).

Capodacqua, D. (2007). *A Multifactor Examination of Disclosure of a Lesbian or Gay Male Sexual Identity at Work In an Embedded Intergroup Relations Context: Come Out, Come Out Wherever You Are?* Ph.D. dissertation, TUI University, United States -- California. Retrieved October 12, 2010, from Dissertations & Theses: Full text. (Publication No. AAT 3302008).

Russo, R. (2007). *Improving Self-Efficacy and Organizational Performance: Identifying the Differences That May Exist From Educational Interventions Crafted to Utilize Two Versus All Four Self-Efficacy Constructs*. Ph.D. dissertation, Touro University International, United States -- California. Retrieved November 14, 2007, from ProQuest Digital Dissertations database. (UMI No. AAT 3271020).

McGill, T. P. (2006). *Harnessing Intellectual Capital: A Study of Organizational Knowledge Transfer. Ph.D. Dissertation.* Touro University International, United States -- California. Retrieved November 14, 2007, from ProQuest Digital Dissertations database. (Publication No. AAT 3235051).

**Dissertations – Committee Member**

Prosser, S. (2013, expected). *The Impact of Supportive Learning Organization Culture on the Collaborative Decision Making Process: The Mediating Interactions of Self-Efficacy and Knowledge Sharing Practices.*

Batchelor, G. (2011). *Developing a Regional Trans-Organizational Network for Building Community Capacity to Undertake Large-Scale Economic Development Projects.* Colorado Technical University, Colorado Springs, CO.

Carver, D. (2011). *Influences Of Organizational Vision On Organizational Effectiveness.* TUI University, Cypress, California.

Cromer, K. W. (2009). *A Conceptual Model of Volunteer Engagement: The Infuence of Organizational Assimilation and Psychological Capital Constructs as Reflections of Overall Volunteer Engagement Attitude on Multi-Dimensional and Overall Individual Volunteer Behavior.* Ph.D. Dissertation, TUI University, Cypress, California.

Tyler, D. D. (2007). *Cultural impact on meeting effectiveness. Touro University International, Cypress, California*. Ph.D. dissertation, Touro University International, Cypress, California.

Marelli, G. C. (2006) *Relative effects of co-branding and country of origin on perception of product reliability*. Ph.D. dissertation, Touro University International, United States -- California. Retrieved November 16, 2007, from ProQuest Digital Dissertations database. (Publication No. AAT 3245562).

Savitz, Ryan (2006) *Corporate diversification and national culture: Relationships and implications, as mediated by corporate debt*. Ph.D. dissertation, Touro University International, United States -- California. Retrieved November 16, 2007, from ProQuest Digital Dissertations database. (Publication No. AAT 3268569).

**Journal Reviewer**

**Editorial Review Board**

Journal of Management Inquiry 2011-2013

**Reviewer**

Journal of Management Inquiry 2007-2013

Journal of International Business Studies 2008

Academy of Management – OB, ODC divisions Multiple years

Eastern Academy of Management 2006

Southern Management Association 2006

**Community Applied Workshops, Presentations, and Service Roles**

Oliver, C., & Fitzgerald, S. P. (2011, May). *Integrating the Shadow in Appreciative Inquiry through Reflexivity: Implications and Applications for Practice.* Oxford, UK.

Fitzgerald, S. P.; Hoxsey, J. C.; Kay, R.; & Peirick, R. (2006, October). *Advancing the Practice of Appreciative Inquiry: Body, Mind and Spirit*. Organizational Development Network conference, San Francisco.

Porto, G., & Fitzgerald, S. P. (2006, September). *Disclosing Medical Errors toPatients: A Skills Workshop.* National Association for Healthcare Quality, San Diego, CA.

Fitzgerald, S. P., & Simms, M. (2006, May). *Appreciative Inquiry: Supporting performance excellence through strengths-based change.* Sterling Council of Southern California (2006, May), Costa Mesa, CA.

Fitzgerald, S. P. (2006, January). *Appreciating the role of the shadow.* AI Consulting annual meeting, Washington DC.

Fitzgerald, S. P., & Trevino, Y. (2004, Summer). *Enhancing collaborative capacity for transformative change: Appreciative Inquiry and the role of the shadow.* Pasadena, CA.

Fitzgerald, S. P., et al. (2003, May). *Igniting Positive Change in Healthcare: Celebrating the Excellence, Learning, and Spirit in Healthcare.* Appreciative Inquiry Consulting, LLC, Healthcare Alliance, hosted by Saint Louis University Schools of Allied Health and Nursing. <http://appreciativeinquiry.case.edu/uploads/Healthcare%20SummitBrochure.pdf>.

Fitzgerald, S. P., Fritz, R., Landes, L., Pradhan, R., & Simms, M. (2003, May). *Integrating Appreciative Inquiry into Baldridge Award-Winning Processes for Systemic Performance Improvement in Healthcare.* Workshop presented at Igniting Positive Change in Healthcare conference, Saint Louis, MO. [http://appreciativeinquiry.case.edu/uploads/ Healthcare%20SummitBrochure.pdf](http://appreciativeinquiry.case.edu/uploads/%20Healthcare%20SummitBrochure.pdf)

* 2012-13 Strategic Leadership Team, Connect Groups WIN Team, Communications Team, Connect Group Facilitator, Torrey Pines Christian Church, La Jolla, CA.
* 2012 Member of Pacific Coast Harmony, an award winning intergenerational men’s barbershop harmony chorus in La Jolla, CA whose mission is to “*promote world harmony through music*”. Performed singing valentines for spouses of deployed military personnel, sang for community events such as December Nights in Balboa Park.
* 2001-2004 Served as North American Regional Coordinator for the United Religions Initiative, an NGO in consultative status with the United Nations whose mission is to end religiously motivated violence.

**Action Research and Consulting Projects** 1996 – 2011

* Organizational shadow interventions:
  + Strategic planning team, Trident University International
  + Southern California Parliament for the World’s Religions
  + Orange County Headstart
  + Appreciative Inquiry Consulting
* Partnership for Patient Safety, St. Louis, MO*,* co-founder, St. Louis, MO
* Strategic change process for HR Directorate at Jet Propulsion Laboratory.
* Appreciative inquiry capacity development and train the trainer, Long Beach Nonprofit Partnership.
* Whole system change via appreciative inquiry in award-winning metropolitan health clinic.
* Strategic planning appreciative inquiry retreat for board and senior management, Orange County Head Start.
* Transformational leadership development for non-profit EDs, Pasadena, CA
* Southern California regional inter-organizational interfaith network development process and summit, Rosemead, CA.
* Countywide capacity-building whole-system transformation to support the capacity of families and communities using appreciative inquiry for Los Angeles Families First (Prop 10) Commission.
* International action research supporting the evolution of the global United Religions Initiative ([www.uri.org](http://www.uri.org)), and capacity development with the North America region.
* Web-based program evaluation for the Academy of Management.
* Team design and building for Sidley & Austin.
* Diversity climate assessment for CA School of Professional Psychology.
* Project Manager - Center for Innovation and Change consultation with Goodwill Industries of So. CA.

**Internal Consultant/Special Projects Coordinator** 1998 - 1999

Sidley & Austin, 555 West 5th Street, Los Angeles, CA 90013

Analyzed safety and security needs for Los Angeles office of fifth largest US corporate law firm. Designed and implemented comprehensive safety (OSHA compliance) and security program, including train the trainer. Revised local policy and procedures manuals.

**Human Resources Coordinator** 1993 - 1998

Sidley & Austin, 555 West 5th Street, Los Angeles, CA 90013

A broad human resources generalist for the Los Angeles office of the fifth largest US corporate law firm. Coordinated employment, payroll, benefits, training & development, safety, employee communications, performance appraisals, job descriptions, wellness programs and Human Resource Information Systems. Streamlined local human resources department using T.Q.M. technology. Catalyzed creation of firm-wide human resources team. Substantially reduced workers compensation claims (by @$1mil). Analyzed staff jobs and created job descriptions for all staff positions. Collaboratively redesigned staff performance appraisal forms and criteria.

## EDUCATION

Ph.D. Organizational Psychology, 2003, Alliant International University, Alhambra, CA.

Dissertation: Exploring collaborative capacity in a global chaordic alliance - The United Religions Initiative.

M.S. Organizational Psychology, California School of Professional Psychology (Alliant International University), Alhambra, CA

B.S. Human Ecology, Rutgers University, Cook College, New Brunswick, NJ

## Related Continuing Education

* Appreciative Inquiry process and facilitation.
* Extensive experiential course work in interpersonal communication.
* Certified in ASTD's "Train the Trainer."
* T.Q.M. technology.
* Intensive theatrical training in acting, improv, singing, speech, movement, and on-camera techniques.

##### Organizational Psychology Ph.D. Program Coursework

* Inquiry, research design, multivariate statistics, qualitative research methods
* Adult development, personality, social psychology, group development, effective teams
* OB, ODC, OT and design
* Business skills, training & development, HRM, consultation skills
* Intercultural skills, family business, international business