

# Christi Sanders Via, DBA, SPHR, SHRM-SCP

Grand Junction, CO |  
csandersvia@coloradomesa.edu | [LinkedIn](#)

---

## Education

**D.B.A Walden University, Minneapolis, MN** **December 2011**

Doctor of Business Administration - Leadership

Advisor: Dr. Michael Millstone, Ph.D.

Dissertation: *A Phenomenological Exploration of the Value of Succession Planning by Municipal Government Leaders in Texas*

**M.S. Tarleton State University, Stephenville, TX** **May 2009**

Master of Science - Human Resource Management

- 18 Additional Graduate Hours in Management

**B.S. Tarleton State University, Stephenville, TX** **August 2000**

Bachelor of Science - Communication

## Areas of Expertise

---

Human Resource Management; Employment law; Recruitment and selection, Compensation Management, Training and Development, Adult education, Flipped Classrooms, Gamified Learning, Instructional Design, Human Resources Education.

## Higher Education Experience- Full Time

---

*Colorado Mesa University, Grand Junction, Colorado*

**Associate Professor of Human Resource Management** **May 2025- Current**

**Assistant Professor of Human Resource Management** **August 2018- May 2025**

Responsible for teaching courses in the BBA Human Resource Management concentration, and in the MBA program. Activities include course development, teaching in both online and on-campus learning environments, advising undergraduate students. Additional responsibilities include various committee assignments, assessment of learning activities, and continuous improvement processes.

**Human Resource Management Area Coordinator** **August 2018- Current**

Responsible for the HR concentration in the BBA program. Support adjunct faculty in and out of September 2024

the classroom, assist with course scheduling, book adoptions, and curriculum development. Developed one of only two fully online degree programs in the DSB using creative scheduling and dynamic online courses. Developed the first CMU HR Professional Certificate program, using courses our students are already taking, providing new stackable credentials for our incumbent students, and attracting HR professionals in the community at large to enroll in the program. Finally, I conducted fundraising activities to create an opportunity for CMU HR students to prepare and sit for the SHRM-CP exam as students, saving them thousands in fees and creating an opportunity to earn a cutting-edge industry credential stackable with the CMU Professional Certificate in HR. I raised in excess of 10k in 2024, with commitments of annual donations.

### **MBA Director**

**August 2024- Current**

Direct and manage the daily operations of the MBA program in the Davis School of Business. Duties include working with various committees and services across the university, advising MBA students, developing program documents, supporting and developing MBA faculty, and curriculum management and development.

***Nelson University** (formerly Southwestern Assemblies of God University), Waxahachie, Texas*

### **Assistant Professor of Business Administration**

**January 2013- May 2016**

My teaching duties required me to teach both online and on-campus sections of courses, and my willingness to teach anything they assigned me meant that I got to teach a wide variety of courses. I taught all the HR courses, the Business Strategy course, Business Ethics, Principles of Management, MBA courses, and for one long semester I filled in for an ECON course. I served on a variety of committees, task forces, and panels, and was an in-demand guest speaker for student events.

### **IACBE Accreditation Director**

**August 2014- May 2018**

Led the IACBE accreditation process in the department's first foray into outside accreditation. The Dean sent me an email and told me to "figure it out and make it happen." With no previous knowledge or training about accreditation, I dove in. I studied and learned about assessing student learning outcomes, led the assessment and continuous improvement activities for the department, and authored the Outcomes Assessment Plan and Self-Study documents for accreditation. We achieved full accreditation in July of 2016.

### **Business Department Chair**

**May 2016- May 2018**

Served as the Business Department Chair for all graduate and undergraduate Business programs. Supervised seven Program Managers, and 8-10 full-time and adjunct faculty. Administered the departmental budget. Strategic planning and development of all Business programs. Represented the Business Department at University and community events. Counseled and advised students. Conducted all personnel management activities: recruitment, interviews, hiring, training, evaluation, development, and termination. Internship supervisor for all Business majors. Selected to serve on the Turnaround Taskforce.

Under my leadership, we completely revised our entire graduate and undergraduate degree  
September 2024

programs, developed an HR Management specialization track, and grew our department to the second largest on campus, an enrollment jump of nearly 26%. We developed community outreach programs to get into the area high schools, partnered with our athletic department to create a Sport Management degree, and empowered our faculty to use their skills and business contacts to develop amazing internship opportunities and high-profile speaking engagements. Higher Education Experience- Adjunct/SME/Course Development

---

### **Adjunct Teaching and Course Development Work**

|                                                                                             |                                   |
|---------------------------------------------------------------------------------------------|-----------------------------------|
| <b>Belhaven University</b><br><i>Adjunct Faculty</i>                                        | <b>June 2016- August 2018</b>     |
| <b>Indiana Wesleyan University</b><br><i>Adjunct Faculty</i>                                | <b>December 2010- August 2018</b> |
| <b>Western Governor's University</b><br><i>Subject Matter Expert</i>                        | <b>2016-2019</b>                  |
| <b>Southwestern Oklahoma State University</b><br><i>SME/Course Designer/Adjunct Faculty</i> | <b>July 2017- November 2018</b>   |
| <b>National American University</b><br><i>SME/Course Designer/Adjunct Faculty</i>           | <b>December 2014- May 2018</b>    |
| <b>Northcentral University</b><br><i>Adjunct Faculty</i>                                    | <b>December 2013- March 2016</b>  |
| <b>Mount Washington College</b><br><i>SME/Course Designer</i>                               | <b>March 2014- June 2015</b>      |
| <b>Daymar College</b><br><i>SME/Course Designer/Adjunct Faculty</i>                         | <b>September 2010- March 2011</b> |
| <b>Central Texas College</b><br><i>Subject Matter Expert</i>                                | <b>May 2011- December 2012</b>    |

### **Publications**

---

#### **Published- Peer-Reviewed Journals:**

Sanders Via, C. (May 27, 2024). How Much Human Resource Management Education is Enough? Examining Business Program Core Curricula. (2024). *Journal of Human Resources Education*, 18(2), 28-53. <https://journals.troy.edu/index.php/JHRE/article/view/514>. (AACSB IC: Teaching and Learning Scholarship; PRJ, 2024)

Sanders, C., & Millstone, M. (2012). *Succession planning in municipal governments:*

September 2024

*Adapting to change through knowledge transfer.* In C. A. Lentz (ed.), *The Refractive Thinker, Volume VII*. Las Vegas, NV: The Refractive Thinker Press.

### **Manuscripts in Preparation:**

Sanders Via, C. (2024). *Game on: Transforming recruitment and selection education with interactive learning*. Western Journal of Human Resource Management. (under review). **(AACSB IC: Teaching and Learning Scholarship; PRJ)**

Stone, K.B., Sanders-Via, C., McGee, K., McGrath, B. (2024). *Transfer of leadership training: A study of a municipalities leadership development program*. Journal of Leadership Education.(under review). **(AACSB IC: Teaching and Learning Scholarship; PRJ, 2024)**

Sanders Via, C. (2024). *A topical analysis of Human Resource Management topics in core business curriculums in undergraduate business programs in public U.S. universities*. (under development).

### **Textbooks:**

Sanders Via, C. (2024). *An overview of employment law for Human Resource Management Students*. (166 pages). Society for Human Resource Management. <https://www.shrm.org/credentials/certification/educators/curriculum-toolkit>. **(AACSB IC: Teaching and Learning Scholarship; OIC, 2024)**

Sanders Via, C. (2024). *Total rewards: An overview of compensation, benefits, incentives and other pay considerations from a Human Resource Management perspective*. (253 pages). Society for Human Resource Management. <https://www.shrm.org/credentials/certification/educators/curriculum-toolkit>. **(AACSB IC: Teaching and Learning Scholarship; OIC, 2024)**

### **Other Intellectual Contributions:**

Sanders Via, C. (2025). *The Social Edge: Why Your People Skills Matter More Than Your GPA*. Christi Sanders Via. <https://a.co/d/c9OMXN3>

Sanders Via, C. (December 23, 2024). The Business Times, Grand Junction, Co. Investing in the Future of HR: A Call to Support CMU HR Students. <https://thebusinesstimes.com/investing-in-the-future-of-hr-support-cmu-hr-students/>. **AACSB IC: Applied or Integrative/Application Scholarship; OIC, 12/23/2024)**

Sanders Via, C. (2024). *AI Power Hacks for College Students: Maximizing Your Success with Artificial Intelligence*. TCVia Publishing. <https://a.co/d/esR1RjS>

Sanders Via, C. (2021). Take Steps to Recruit and Retain Employees. September 28, 2021 <https://thebusinesstimes.com/take-steps-to-recruit-and-retain-employees> **AACSB IC:**

September 2024

**Applied or Integrative/Application Scholarship; OIC, 4/21/20)**

- Sanders Via, C. (2020). Managing an Outbreak: HR Q&A. April 21, 2020  
<https://thebusinesstimes.com/managing-an-outbreak-hr-qa/> (AACSB IC: Applied or Integrative/Application Scholarship; OIC, 4/21/20)
- Sanders Via, C. (2019). RSVP for HR Assistance. July 23, 2019.  
<https://thebusinesstimes.com/rsvp-for-hr-assistance/> (AACSB IC: Applied or Integrative/Application Scholarship; OIC, 7/23/19)
- Sanders Via, C. (2019). Eight rules for building successful teams. February 20, 2019.  
<https://thebusinesstimes.com/eight-rules-for-building-successful-teams/> (AACSB IC: Applied or Integrative/Application Scholarship; OIC, 2/20/19)
- Sanders, C. (2016). 9 Steps to build trust as a leader. SAGU Thoughthub post. June 16, 2016. <https://www.sagu.edu/thoughthub/9-steps-to-build-trust-as-a-leader> (AACSB IC: Applied or Integrative/Application Scholarship; OIC, 6/16/16)
- Sanders, C. (2015). 6 Tips for building great teams. SAGU Thoughthub post. February 17, 2015.  
<https://www.sagu.edu/thoughthub/6-rules-for-building-great-teams>
- Sanders, C. (2015). Ethics, employment law, and faith-based universities: When law and faith collide. Available from [http://www.amazon.com/Ethics-Employment-Law-Faith-Based-Universities-ebook/dp/B016EHG3KS/ref=sr\\_1\\_1?ie=UTF8&qid=1444608523&sr=8-1&keywords=Dr.+Christi+Sanders](http://www.amazon.com/Ethics-Employment-Law-Faith-Based-Universities-ebook/dp/B016EHG3KS/ref=sr_1_1?ie=UTF8&qid=1444608523&sr=8-1&keywords=Dr.+Christi+Sanders).
- Sanders, C. (2015). 5 Reasons you should not accept a job offer. SAGU Thoughthub post. May 5, 2015. <http://www.sagu.edu/thoughthub/5-reasons-you-should-not-accept-a-job-offer>
- Sanders, C. (2015). 7 Illegal questions to be aware of during a job interview. SAGU Thoughthub post. June 9, 2015. <http://www.sagu.edu/thoughthub/top-7-illegal-questions-to-be-aware-of-during-a-job-interview>
- Sanders, C. (2015). 8 Reasons ministry students should minor in business. SAGU Thoughthub post. August 18, 2015. <http://www.sagu.edu/thoughthub/8-reasons-ministry-students-should-minor-in-business>
- Sanders, C. (2011). The Learning Curve: Finding ways to connect with students in online learning environments. *Daymar Academics Annual Faculty Publication*, 1(1), 5-6.
- Sanders, C. (2011). *A Phenomenological Exploration of the Value of Succession Planning by Municipal Government Leaders in Texas* (Doctoral dissertation). Available from ProQuest Dissertations and Theses database. (UMI No. 3489744)
- Sanders, C. (2012). Leaving a legacy: Succession Planning in Texas City Governments. *Texas* September 2024

*Town & City, XCIX(2), 10-13.*

## **Presentations- Invited**

---

Sanders Via, C. (2021). *Employer requirements under the COMPS act for job descriptions and salary audits*. Presented to the Western Regional Payroll Association Fall Conference. Grand Junction, CO. (AACSB IC: **Applied: Presentation**)

Sanders, C. (2018). *I'm not a therapist, I'm an HR professional: Conflict resolution for the real world*. Presented at the Western Colorado Human Resource Management Association Fall Conference. Grand Junction, CO. (AACSB IC: **Applied: Presentation**)

Sanders, C. (2018). *Ethics, employment law, and faith-based universities: When law and faith collide*. Presented at International Accreditation Council for Business Education National Conference, New Orleans, LA. (AACSB IC: **Applied: Presentation**)

Sanders, C. (2017). *Ethics, employment law, and faith-based universities: When law and faith collide*. Presented at International Accreditation Council for Business Education Regional Conference, Austin, TX. (AACSB IC: **Applied: Presentation**)

## **Training Program Development**

---

Sanders Via, C. (March 2022). Supervisor Evaluation Training. Designed and delivered, 4-hour training program for the Colorado West Land Trust. (AACSB IC: **Applied: Presentation**)

Sanders Via, C. (December 2020). Conducting a Wage Audit. Designed and delivered, 4-hour training program as part of the WCHRA Skills Development Program. (AACSB IC: **Applied: Presentation**)

Sanders Via, C. (September 2020). Tying Employee Evaluation Systems to Compensation Plans. Designed and delivered, 4-hour training program as part of the WCHRA Skills Development Program. (AACSB IC: **Applied: Presentation**)

Sanders Via, C. (September 2020). Creating Fair and Equitable Compensation Plans. Designed and delivered, 4-hour training program as part of the WCHRA Skills Development Program. (AACSB IC: **Applied: Presentation**)

Sanders Via, C. (June 2020). Writing quality job descriptions. Designed and delivered, 4-hour training program as part of the WCHRA Skills Development Program. (AACSB IC: **Applied: Presentation**)

Sanders Via, C. (January 2020). How to conduct a job analysis. Designed and delivered, 4-hour training program as part of the WCHRA Skills Development Program. (AACSB IC: **Applied: Presentation**)

Sanders, C. (2015). *HR basic training*. Presented at Southwestern Assemblies of God University September 2024

Administration and Management Training. Waxahachie, TX.

Sanders, C. (2015). *Conflict resolution*. Presented at Southwestern Assemblies of God University Staff In-Service Training. Waxahachie, TX.

Sanders, C. (2015). *Effective interpersonal communication*. Presented at Southwestern Assemblies of God University Student Congress Training Session. Waxahachie, TX.

Sanders, C. (2014). *Communication, confrontation, & conflict resolution*. Presented at Southwestern Assemblies of God University Student Congress Training Session. Waxahachie, TX. Sanders, C. (2013). *What NOT to say in an interview*. Presented at Southwestern Assemblies of God University Career Service Event. Waxahachie, TX.

Sanders, C. (2012). *Employee evaluations*. Training Program Presented to the City of Granbury Employees. Granbury, TX.

Sanders, C. (2012). *Preventing sexual harassment*. Training Program Presented to the City of Granbury Employees. Granbury, TX.

### **Other Public Speaking Engagements- Invited**

---

Sanders Via, C. (May 3, 2024). *Game on: Transforming Recruitment and Selection Education with Interactive Learning*. Presented to the CMU Center for Teaching and Learning. **(AACSB IC: Applied: Presentation)**

Sanders Via, C., Stone, K., McGee, K. (September 2023). *Leadership Development on the Western Slope: Findings from the field*. Presented to the Western Colorado Human Resource Association. **(AACSB IC: Applied: Presentation)**

Sanders Via, C. (October 2022). From Concept to Execution: Uncover vulnerabilities and expose barriers toward successful implementation. Panel Interview. Colorado Society for Human Resource Management Bi-Annual Conference. **(AACSB IC: Applied: Presentation)**

Sanders Via, C. (2019). *Managing conflict during leadership transition*. Presented to County Treasurer's Association Fall Conference. Grand Junction, CO. **(AACSB IC: Applied: Presentation)**

Sanders, C. (2018). *Succession planning for the unexpected*. Presented at the Cross Timbers HR Seminar. Stephenville, TX. **(AACSB IC: Applied: Presentation)**

Sanders, C. (2018). *Keeping hate out of the workplace*. Presented at the Cleburne HR Association Meeting. Cleburne, TX. **(AACSB IC: Applied: Presentation)**

Sanders, C. (2017). *No man is an island: Leveraging resources to get the job done!* Presented at the Red Oak Chamber of Commerce Meeting. Red Oak, TX. **(AACSB IC: Applied: Presentation)**

September 2024

Sanders, C. (2016). *Guarding your heart*. Chapel Speaker at Southwestern Assemblies of God University. Waxahachie, TX.

Sanders, C. (2016). *No man is an island*. Presented at Southwestern Assemblies of God University Leadership Retreat. Waxahachie, TX.

Sanders, C. (2011). *What NOT to say in an interview*. Presented at Tarleton State University Career Services Super Saturday. Stephenville, TX

Sanders, C. (2010). *Preventing sexual harassment*. Training Program Presented to the City of Stephenville Employees. Stephenville, TX. Sanders, C. (2008). *What NOT to say in an interview: A guide for managers*. Presented to Lake Granbury Area Chamber of Commerce. Granbury, TX.

Sanders, C. (2006). *Where does it hurt? How the Texas Workforce can help your business succeed*. Presented to Cross Timbers Chamber of Commerce Association Meeting. Stephenville, TX

Sanders, C. (2005). *Interview skills for college grads: What employers really want to hear*. Presented at Tarleton State University Career Service Super Saturday. Stephenville, TX.

## **Service- Colorado Mesa University**

---

### **Departmental Service:**

- Davis School of Business Accreditation (AACSB Steering Committee)- (August 2024-Current)
- Davis School of Business MBA Director- (August 2024- Current)
- Davis School of Business MBA Committee (Chair)- (August 2024-Current)
- Davis School of Business MBA Admissions Committee (Chair)- (August 2024-Current)
- Davis School of Business Area Coordinator/Advisory Board- (2018-Current)
- DSB Ad hoc Committee for Faculty Peer Evaluation Committee Chair, Spring 2024

### **University Service:**

- CMU Accreditation Committee (August 2022- January 2024)
- CMU Graduate Curriculum Committee (August 2024- Current)
- CMU Anonymous Distinguished Faculty Award Committee Chair, Spring 2024
- CMU University Assessment Committee member (August 2019- January 2024)
- CMU Faculty Salary & Benefits Committee member (August 2020- August 2024)
- CMU Business Department Personnel Evaluation Review Committee (PERC) (September 2018- 2020)
- CMU Business Department Continuous Improvement Committee (CIC) (September 2018-Current) Member: 2018-2022; Co-Chair 2019-2020; Chair 2020-2022)
- CMU SHRM Club Sponsor (August 2018-Current)

### **Professional Service:**

- Colorado Society of Human Resource Management (COSHRM) Board of Directors, *SHRM Foundation Director* (2020), *College Relations Director* (January 2021-2022)

September 2024



- Volunteer worker at SHRM National Conference, May 2019

**Service- *Nelson University* (formerly *Southwestern Assemblies of God University*),**

---

- IACBE Region 6 Vice President (Fall 2017- September 2018)
- SAGU Accreditations Team Committee (Fall 2016-May 2018)
- SAGU Faculty Sponsor, Gospel Fusion (Fall 2016-May 2018)
- SAGU Graduate School Admissions Committee (Fall 2015- May 2018)
- SAGU Distance Education Portfolio Evaluation Committee (Fall 2015- May 2018)

- SAGU Leading Edge Committee (Fall 2014-2016)
- SAGU Faculty Sponsor, Phi Beta Lambda (Fall 2015- Spring 2017)
- SAGU Faculty Sponsor, Gold Jackets (Fall 2014- Spring 2015)

## **Professional Organization Memberships**

---

- Member: Society for Human Resource Management (SHRM)
- Board of Directors: Western Colorado Human Resource Management Association (WCHRA)
- Member: Colorado Society for Human Resource Management Association (COSHRM)

## **Industry Experience**

---

### ***City of Granbury, TX***

#### **Director of Human Resources**

**October 2011- June 2013**

- Assessment and evaluation of employee performance
- Developed the first computer-based employee evaluation program
- Revised and updated all employee job descriptions
- Facilitated the transition of timekeeping and payroll to a computerized system
- Developed various employee training and development programs
- Supervised the personnel activities of 150 employees, including recruitment, processing and orientation, discipline, record-keeping, promotions and transfers, salaries, payroll, training, safety, employee benefit programs, retirement, Family Medical Leave, Worker's Compensation, termination, and unemployment claims.
- Ensured that the City complied with federal, state, and local regulations
- Negotiated employee health insurance contracts at a savings of over \$80,000
- Dispute mediation
- Served as liaison to public officials and administrators to provide solutions to complex organizational problems
- Conducted salary surveys
- Managed a personnel budget of 30 million dollars annually
- My expertise in the field of HR garnered state-wide recognition upon the publication of my article concerning succession planning in municipal governments in the State of Texas.

### ***City of Stephenville, TX***

#### **Human Resource Manager**

**January 2008-October 2011**

- Sole HR Employee serving 140 employees in 7 departments
- Managed a personnel budget of \$10 million dollars annually
- Managed the personnel activities of 150 employees including recruitment, processing and orientation, discipline, record-keeping, promotions and transfers, salaries, payroll, training, safety, employee benefit programs, retirement, Family Medical Leave, Worker's Compensation, termination and unemployment claims.

- Administered all of the City property and liability insurance
- Provided support for City Administrator, Department directors, and supervisors in applying City personnel policies
- Provided counsel concerning employment law and proper procedures when handling conflicts
- Organized and facilitated a 3-day open enrollment period for insurance benefits
- Created an employee evaluation system for the Police Department
- Developed various testing instruments for the Police Department
- Authored and facilitated a number of training programs for City employees

### ***North Central Texas Workforce***

#### **Account Manager**

**February 2005- January 2008**

- Served a 3-county region as the arm of the Texas Workforce, reaching out to the employer
- Developed relationships with employers to learn about their business needs to recommend Workforce programs
- Filled open positions for employers
- Provided training to employers concerning employment law
- Public speaker at a variety of local events
- Invited to represent our Workforce Development Board at a State hearing in October 2007 to share my methods and procedures for success and assisted in development a model for future Account Managers to emulate.

### **Community Service**

---

- Habitat for Humanity 2017-2019
- Kids Aid Backpack Program (2019, 2021-2023)
- Christmas for Children (2005- 2023)

### **Licenses and Certifications**

---

- Veterans at Work Certification (SHRM Foundation), October 2020- Current
- Society for Human Resource Management- Senior Certified Professional (SHRM-SCP), January 2015- Current
- Senior Professional Human Resource Management (SPHR), May 2010- Current

### **Continuing Education Activities**

---

*Legal and Legislative Update* (February 29, 2024). Western Colorado Human Resource Association Monthly Program.

*Does Servant Leadership Deliver?* (February 21, 2004). Western Colorado Human Resource Association Monthly Program.

September 2024

*COSHRM Volunteer Leader Conference (February 15, 2024).* Colorado Society for Human Resource Management.

(January 18, 2024). Western Colorado Human Resource Association Monthly Program.

(December 2023). Western Colorado Human Resource Association Monthly Program.

*Recruiting Gen Z: What you Need to Know* (November 15, 2023). Western Colorado Human Resource Association Monthly Program.

*COSHRM Student Conference* (October 27-28, 2023). Denver, Colorado. Colorado Society for Human Resource Management.

*Generating Opportunities: Best Practices for Hiring & Retaining Overlooked Workers* (October 18, 2023). Western Colorado Human Resource Association Monthly Program.

*Leadership Development on the Western Slope: Findings from the field.* (September 2023). Western Colorado Human Resource Association Monthly Program.

*Reasonable Suspicion.* (August 16, 2023). Western Colorado Human Resource Association Monthly Program.

*Colorado Employment Law Updates & Tips on Compliance.* (July 19, 2023). Western Colorado Human Resource Association Monthly Program.

*Conflict Resolution & Facilitation.* (June 21, 2023). Western Colorado Human Resource Association Monthly Program.

*WCHRA Spring Legislative Update.* (May 23, 2023). Western Colorado Human Resource Association Spring Conference.

*Secure Act 2.0.* (April 19, 2023). Western Colorado Human Resource Association Monthly Program.

*A Visit with an EEOC Representative.* (March 15, 2023). Western Colorado Human Resource Association Monthly Program.

*COSHRM Volunteer Leader Conference.* (February 2023). Colorado Society for Human Resource Management.

*Medicare Benefits and How HR Can Help Educate Employees.* (February 15, 2023). Western Colorado Human Resource Association Monthly Program.

*Inspiration Amidst Ongoing Post COVID Hangover for HR Professionals.* (January 2023). Western Colorado Human Resource Association Monthly Program.

*COSHRM State Conference* (October 1-3, 2022). Colorado Society for Human Resource Management.

September 2024

*SHRM National Conference* (June 12-15, 2022). Society for Human Resource Management.

*Diversity, Equity, and Inclusion in the Workplace Certificate* (May 5, 2021). USF Muma College of Business.

*WCHRA Spring Legislative Update* (April 21, 2021). Western Colorado Human Resource Association Spring Conference.

*AACSB Assurance of Learning II Seminar*. (December 1-3, 2020). AACSB Virtual Training Event.

*SHRM Volunteer Leader Business Meeting* (November 17-20, 2020). Society for Human Resource Management.

*The Art of Principles-Based Standards: Spotlight on Standards 8-9* (November 19, 2020) AACSB Webinar.

*The Art of Principles-Based Standards: Spotlight on Standards 4-7* (November 12, 2020) AACSB Webinar.

*The Art of Principles-Based Standards: Spotlight on Standard 3* (November 5, 2020) AACSB Webinar.

*Daniels Fund Ethics Conference* (October 2, 2020). Webinar.

*WCHRA Fall Conference* (Sept. 30-Oct. 1, 2020). Western Colorado Human Resource Association Fall Conference.

*What are the Secrets to Providing Highly Effective Feedback to Students?* (August 18, 2020). CMU Professional Development Webinar.

*Professor, What's on the Exam?? Creating Independent Thinkers through Self-Directed Learning* (August 13, 2020). CMU Professional Development Webinar.

*Top 10 PPT Tips to Improve Your Lectures or Videos* (August 13, 2020). CMU Professional Development Webinar.

*Active Learning Strategies for Online and Traditional Courses* (August 13, 2020). CMU Professional Development Webinar.

*Evolve HR Summit* (August 6, 2020). Colorado Society for Human Resource Management Virtual Conference.

*Tell it Like It Is: Feedback in Online Assessments* (July 21, 2020). CMU Professional Development Webinar.

*Social and Behavioral Responsible Conduct of Research* (July 14, 2020). CITI Program.

September 2024

*Designing for All Ya'll: Accessibility in Online Learning* (July 14, 2020). CMU Professional Development Webinar.

*The Truth is Out There: Academic Integrity in Online Assessment* (July 9, 2020). CMU Professional Development Webinar.

*CITI Conflicts of Interest I- Basic Course* (July 6, 2020). CITI Program.

*Your Virtual Classroom: Meeting Your Students Online* (June 30, 2020). CMU Professional Development Webinar.

*Your Blended Course: Choosing the Right Tool for the Job* (June 25, 2020). CMU Professional Development Webinar.

*Should I Stay or Should I Go; Synchronous or Asynchronous?* (June 23, 2020). CMU Professional Development Webinar.

*What do I use? Choosing Your Video Tool* (June 18, 2020). CMU Professional Development Webinar.

*Change Management* (June 17, 2020). Western Colorado Human Resource Association Monthly Member Program.

*Don't be a "Bot": How to Humanize Your Online Interactions* (June 11, 2020). CMU Professional Development Webinar.

*You are the Star! Using Video for Instruction and Communication* (June 9, 2020). CMU Professional Development Webinar.

*The Online Instructor: Creating Your Web Persona* (June 9, 2020). CMU Professional Development Webinar.

*Same as it Ever Was: Consistency in Course Design* (June 4, 2020). CMU Professional Development Webinar.

*Engaged or Just Dating? Fundamentals of Online Pedagogy* (June 2, 2020). CMU Professional Development Webinar.

*WCHRA Spring Legislative Update* (April 29, 2020). Western Colorado Human Resource Association Spring Conference.

*Affiliate Resources for COVID-19* (March 19, 2020). SHRM Volunteer Leader Webcast.

*How Business, Workers and Workplaces Should Respond to COVID-19* (March 10, 2020). SHRM Webcast.

*COSHRM Leadership Summit* (February 28-29, 2020). Colorado Springs, Colorado.

September 2024

*Corey Ciocchetti: "Real Rabbits" "Chasing an Authentic Life"* (February 26, 2020). CMU Spring Ethics Lecture Series.

*Train the Trainer* (February 7, 2020). Western Colorado Human Resource Association Monthly Member Program.

*Paid Family & Medical Leave: A Private Insurance Approach.* (February 7, 2020). Webinar

*Creating Inclusive Campus Environments* (January 17, 2020). CMU Professional Development Webinar.

*Engaging in Inclusive Pedagogy* (January 17, 2020). CMU Professional Development Webinar.

*Engage to Retain: Building Employee Retention through Onboarding and Development.* (January 15, 2020). Western Colorado Human Resource Association Monthly Member Program.

*Impact of Inclusion.* (October 16, 2019). Western Colorado Human Resource Association Monthly Member Program.

*Think beyond culture: How former Disney leaders applied what they learned to other industries.* (October 3, 2019). Colorado State Human Resource Association (COSHRM) State Conference.

*Employment lawsuits of the future: What to expect in 2020 and beyond.* (October 3, 2019). Colorado State Human Resource Association (COSHRM) State Conference.

*The epidemic facing HR leaders.* (October 3, 2019). Colorado State Human Resource Association (COSHRM) State Conference.

*Pairing start-ups with HR.* (October 3, 2019). Colorado State Human Resource Association (COSHRM) State Conference.

*Service is a superpower.* (October 2, 2019). Colorado State Human Resource Association (COSHRM) State Conference.

*Don't get fired by a robot: How social intelligence outwits artificial intelligence.* (October 2, 2019). Colorado State Human Resource Association (COSHRM) State Conference.

*Workplace internal investigations: A novel approach.* (October 2, 2019). Colorado State Human Resource Association (COSHRM) State Conference.

*Between a rock and a hard place: Recent legal developments that affect difficult FMLA decisions.* (August 21, 2019). Western Colorado Human Resource Association Monthly Member Program.

*Academic Advising.* (August 16, 2019). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

September 2024

*Information Literacy.* (August 16, 2019). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

*Wellness training.* (October 2018). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

*Safe zone training: LGBTQIA awareness.* (October 2018). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

*Green zone training: Military student support.* (October 2018). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

Hirsch, R. (2018). *Dealing with ethical communication challenges.* Colorado Mesa University Daniels Fund Ethics Initiative Training. Grand Junction, CO.

*Changing the conversation: Colorado is all in.* (September 2018). Western Colorado Human Resource Association Fall Conference. Grand Junction, CO.

*CRM advise: Introduction and general navigation.* (September 2018). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

*CRM advise: 4-week early alert.* (September 2018). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

*Advising: Student success and technology: How CRM Advise will change the way in which you interact with your advisees.* (August 2018). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

*Inclusiveness: Making your course accessible: How the new quality matters (QM) guidelines will impact your teaching.* (August 2018). Colorado Mesa University Faculty Development Workshop. Grand Junction, CO.

*Faith integration assessment: Student perceptions of faith-based learning outcomes.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

*Panel: Creating partnerships addressing the racial diversity pipeline.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

*On-boarding first-year business students: Discipline exploration and college adjustment.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

*Learning outcomes assessment: Use of Peregrine's assessment reports to address knowledge-based and critical thinking outcomes evaluation.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

*Leveraging existing curriculum to aid in the creation of student-built e-portfolios.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

September 2024



*The care and feeding of an adjunct.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

*Are you ready for competency-based education and assessment in your business degree programs?.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

*Panel: The future of online learning.* (April 2018). International Accreditation Council for Business Education. New Orleans, LA.

*Seven steps to making bulletproof hiring decisions.* (February 2018). Cross Timbers HR Association Seminar. Stephenville, TX.

*2018 Law Update.* (February 2018). Cross Timbers HR Association Seminar. Stephenville, TX.

*The sexual harassment explosion: What you need to know.* (February 2018). Cross Timbers HR Association Seminar. Stephenville, TX.

*Motivating students.* (January 2018). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Instructional technology.* (January 2018). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Student engagement workshop.* (January 2018). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Developing the leader within you.* (January 2018). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*International Accreditation Council for Business Education National Conference* (April 2018). New Orleans, LA.

*SACSCOC Summer Institute* (July 2017). Austin, TX

*Crucial Conversations Master Trainer Certification* (May 2017). Online Certification Course

*International Accreditation Council for Business Education National Conference* (April 2017). San Francisco, CA

*International Accreditation Council for Business Education National Conference* (April 2016). Baltimore, MD.

*Conducting a site visit training.* (April 2016). International Accreditation Council for Business Education. Baltimore, MD.

*Designing effective tests.* (January 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Active learning strategies.* (January 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Building dialogue into online learning.* (January 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Campus safety.* (March 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Campus Carry Training.* (August 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Designing an effective student learning outcome.* (August 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Developing effective Powerpoint presentations.* (August 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Collaborative learning strategies.* (August 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*Growing in university systems.* (August 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*QEP- The magic of critical thinking/culture wars.* (August 2016). Southwestern Assemblies of God University Faculty Development Workshop. Waxahachie, TX.

*International Accreditation Council for Business Education Southwest Regional Conference* (October 2015). Austin, TX.

*HR metrics to HR analytics* (October 2015). HR Southwest Conference. Fort Worth, TX

*When Jane becomes John: Emerging LGBT issues in the workplace.* (October 2015). HR Southwest Conference. Fort Worth, TX

*Human resource leadership: Competency vs. consciousness.* (October 2015). HR Southwest Conference. Fort Worth, TX

*Can you navigate the waters of change? Six strategies for creating change.* (October 2015). HR Southwest Conference. Fort Worth, TX

*Leadership is intentional influence.* (October 2015). HR Southwest Conference. Fort Worth, TX

*International Accreditation Council for Business Education National Conference.* (April 2015). Memphis, TN.

September 2024

*Preparing an Effective Self-Study Training.* (April 2016). International Accreditation Council for Business Education. Memphis, TN.

*Leadership ethics: How to ensure a future of employee integrity.* (October 2014). HR Southwest Conference. Fort Worth, TX

*Build your HR leadership as a credible activist.* (October 2014). HR Southwest Conference. Fort Worth, TX

*Applying ethical intelligence in HR.* (October 2014). HR Southwest Conference. Fort Worth, TX

*The five behaviors of a cohesive team.* (October 2014). HR Southwest Conference. Fort Worth, TX

*Keys to leading change initiatives that last.* (October 2014). HR Southwest Conference. Fort Worth, TX

*References Available Upon Request*