

**ELIZABETH ESSEX, Ph.D.**  
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## **TEACHING, RESEARCH AND CONSULTING EXPERIENCE**

- 2022-Present    **Lecturer, University of Dayton, Department of Educational Administration.** Teach Organizational Theory, Organizational Change, Ethics for Leadership, and Advanced Applied Research to students online in the Ed.D. Leadership for Organizations program, and chair dissertation committees. Courses include weekly live Zoom sessions and asynchronous coursework. Work with faculty and administrators to evaluate and revise the Ed.D. program.
- 2019-2022    **Adjunct Instructor, University of Dayton, Department of Educational Administration.** Excellent student evaluations. Experience with 2U and Canvas.
- 2015-2023    **Adjunct Instructor and Team Lead, Southern New Hampshire University.** Taught online graduate students in Organizational Leadership, Organizational Behavior, Resource Planning and Decision Making, and Corporate Social Responsibility, coached and evaluated adjunct instructors.
- 2019    **Course Designer, Sierra Nevada College, Online M.B.A. program.** Designed the Leadership, Management and Communication course for the online graduate M.B.A. program. Developed learning modules and content for the seven week asynchronous course including course objectives, materials, and assessments. Experience with Canvas.
- 2018-2019    **Adjunct Instructor, Vanderbilt University Peabody College, Department of Leadership, Policy and Organizations.** Taught online Ed.D. students in Organizational Theory and Behavior. Course includes weekly live video classroom sessions. Experience with 2U, Adobe and Zoom.
- 2012-2015    **Writer/Research: Vestar Consulting, LTD.** Writing and research for a management consulting firm specializing in digital transformation.
- 2003-2005    **Research: Green Mountain Coffee Roasters,** a publicly traded U.S. company. Conducted 50+ onsite individual interviews for data collection, qualitative data analysis, development of links to theory and practice and development of propositions and theory for future research.
- 2001    **Consultant: United Way of America.** Member of the Task Force for Strengthening the United Way. Participated in task force for one year, writing case study of intent, process and outcomes.
- 2001    **Instructor: ORBH 250: Introduction to Organizational Behavior, Weatherhead School of Management, Case Western Reserve University.** Lead instructor for 40 undergraduate students for the introductory course in organizational behavior. Nominated for the Weatherhead Undergraduate Teaching Award.

- 1998-2000     **Instructor: Management Assessment and Development, Case Western Reserve University.** Group facilitation and coaching in small groups in core MBA course to assess and develop management competencies.
- 2000            **Consultant: Weatherhead Executive Education.** Designed and led Appreciative Inquiry effort to shape strategic planning initiatives for executive education, for the Associate Dean for Executive Education.

## **EDUCATION**

- 2005            **Ph.D. Organizational Behavior**  
Case Western Reserve University, Cleveland, Ohio  
Dissertation title: A Corporate Journey Toward Environmental and Social Responsibility: Contradictions, Activism and Intuitive Vision
- 1994            **M.B.A. Marketing**  
University of San Francisco, San Francisco, California  
Beta Sigma Gamma Honors Society
- 1987            **B.A. English Literature**  
San Francisco State University, San Francisco, California

## **REFEREED PUBLICATIONS**

Yoo, Y., **Essex, E.** (2004), "How do Media Expand?" Sprouts: Working Papers on Information Environments, Systems and Organizations, Volume 4, Issue 1, pp 17-40.  
<http://sprouts.case.edu/2004/040102.pdf>

**Essex E.** & Charalampos Mainemelis. "Learning from an Artist about Organizations: The Poetry and Prose of David Whyte." Journal of Management Inquiry. June 2002, Volume 11(2)

## **CONFERENCE PRESENTATIONS**

GATHER SNHU: A Winter Online Conference 2022

**Essex, E.** & Welden, B. "Adventures in Cheating: How to Communicate with Students Before, During and After"

GATHER SNHU: A Winter Online Conference 2020.

**Essex, E.** & Welden, B. "A Question of Politics: The Inclusion of Polarizing Topics in a Virtual Classroom Environment"

Academy of Management, Annual Meeting 2005.

**Essex, E.** "Dynamic Scheming: Middle Managers Striving for a Sustainable Future"

Academy of Management, Annual Meeting 2000.

Yoo, Y. & **Essex, E.** "Group History, Media, Group Process and Group Outcomes in Computer-Mediated Communication Environments: A Process Analysis"