

Jeanne Enders, Ph.D.**Curriculum Vita**

Portland State University – School of Business, P.O. Box 751, Portland, Oregon 97207-0751
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EDUCATION

- University of Chicago, Chicago, Illinois*
Ph.D. in Social and Organizational Psychology **1997**
 Dissertation on Interaction Structure and Strategy in Two-Person Dyads
- University of Chicago, Chicago, Illinois*
M.A. in Social and Organizational Psychology **1988**
 Thesis: "Clarifying the Limits of the Phase Hypothesis: The Presence of Phase Movement in Established Groups"
- Karl-Franzens University, Graz, Austria*
Rotary Graduate Fellow **1984**
- Pacific Lutheran University, Tacoma, Washington*
B.A. in German Literature and Psychology cum laude **1983**

TEACHING & CONSULTING EXPERIENCE

- Assistant Professor** - Portland State University, Portland, Oregon **2000 to present**
 Research and teach on management topics including organizational change, teams and business ethics.
Regularly Taught Courses:
Undergrad – BA 385 Business Environments: Ethics and Stakeholder Management with a sustainability emphasis, MGMT 448 Team Processes and MGMT 445 Change and Organizational Design
Grad – MGMT 560 Ethics in Organizations and MGMT 510 Tools for Sustainable Action in Business Settings with an emphasis on structured innovation processes
- Transition Management Consultant** **2006-2008**
 Worked with Northwest Energy Efficiency Alliance on a Grocery Retail Energy Improvement Project. Resulted in major industry changes in regional area.
- Group Process Consultant** **2004 to present**
 Offer group facilitation, strategy and change management services mostly to non-profit organizations.
- Lecturer for Free Market Business Institute (FMBI)** – Subotica, Serbia **February 2004**
 Developed and taught team processes course for two student populations in two Far Eastern Russian towns through PSU's FMBI.
- Lecturer for Free Market Business Institute** – Khabarovsk and Yuhzno-Sakalinsk, Russia **September 2002**
 Developed and taught organizational behavior courses for student and executive population through FMBI.
- Research Consultant** – Simon School of Business, University of Rochester, Rochester, New York **1998**
 Developed comprehensive annotated bibliography of teams in higher education (MBA level) for research grant. Advised on team selection and research strategy and design.
- Research and Teaching Assistant** – University of Chicago, Chicago, Illinois **1988-1995**
 Participated in longitudinal research on interaction structure and strategy in early childhood. Assisted in coursework with several faculty members on similar topics.

Assistant for project studying the effects of stress on executives in a major utilities company. Organized intervention courses (hardiness training) for executives. Measured and analyzed effects of these courses on various outcome measures.

Sociological Consultant – Canell & Associates Law Firm, Chicago, Illinois
Provided census data interpretation and testimony for malpractice suit.

1986

Social Science Divisional Fellow – Pacific Lutheran University, Tacoma, Washington

1982-1983

Participated in departmental activities including teaching and research as an undergraduate.

PEER-REVIEWED PRESENTATIONS, PUBLICATIONS, CONFERENCE PROCEEDINGS AND PAPERS

"Designing for Sustainability: Applying General Management Theory to the Pursuit of Sustainable Design" Portland State University's Designing for Sustainability Conference, Portland, Oregon, October 2008

"Giving MBA Students a Chance: Value-Priming and MBA Student Perspectives on Business Ethics." Enders, J. & Lisle, A., Promoting Business Ethics Conference, St. John's University, New York City, October 22-25, 2008

"A Multi-level Investigation of Leader-Member Exchange Theory: LMX, Differentiation, and Their Implications for Justice Perceptions and Interpersonal Citizenship" Erdogan, B, Enders, J. & Bauer, T. Paper presented at the Society for Industrial and Organizational Psychologists, New York, April 2007.

"Support from the Top: Supervisors' Perceived Organizational Support as a Moderator of Leader-Member Exchange to Satisfaction and Performance Relationships" Erdogan, B. and Enders, J. Journal of Applied Psychology. 2007 Mar Vol 92(2) 321-330

"Export-Import Bank", Enders, J. (2007). In R. W. Kolb (Ed.), Encyclopedia of Business Ethics and Society. Thousand Oaks, CA: Sage Publications. (Invited Contribution)

"Positive Organizational Scholarship: The Past, The Future and SIOP Opportunities" Roundtable for the Society of Industrial and Organizational Psychologist Meetings, Dallas, Texas, April 2006.

"Serving Customers Through Relational Leadership: Leader-member Exchange, Customer Service Performance, and the Moderating Role of Manager Fit and Identification." Erdogan, B. & Enders, J. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii, August 2005.

"Leveraging the benefits of a manager's disposition: Proactive personality, positive employee outcomes and the moderating role of access to resources." Enders, J. & Erdogan, B. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii, August 2005.

"Three (surprisingly) Effective Tools for On-line Learning: Role Play, Weekly Letters and Early Surveys." Paper presented at the Annual Meeting of the American Psychological Society, Los Angeles, California, May 2004.

"The Scholarship of Teaching Research Program at Portland State University." Presented workshop with co-presenter Devorah Lieberman at the Annual Meeting of the American Association of

Higher Education Meetings, Tampa, Florida, 2001.

"The Presence of Phase Movement in Established Groups." Poster session at the Annual Meetings of the American Psychological Association, New Orleans, Louisiana, 1989.

OTHER PRESENTATIONS AND PAPERS

"Stress, Coping and Change: Tips for Thriving in Some Challenging Times"

Workshop/Presentation for the Southwest Washington CSHCN Regional Meeting, Tumwater, Washington, September 11, 2008

"Influencing Others by Being Open to Influence: Listening in the Workplace" Invited speaker for SMPS (Society for Marketing Professional Services), Oregon Chapter. Spring 2008

"Understanding Change: The Role of Transition, Conflict and Listening." Presented at *Today's Managers Tomorrow's Leaders* Food Industry Leadership Center's Executive Training Program, Washington, February 2008.

"Change, transition & conflict: Growing others and growing yourself." Presented at *Today's Managers Tomorrow's Leaders* Food Industry Leadership Center's Executive Training Program, Washington, February 2005, 2006 & 2007.

"Socially responsible business leadership for the 21st century" Invited speaker at the Oregon Society of Certified Public Accountants, Portland, Oregon, November 2005.

"Managing change & conflict: Towards creating a high performance culture in your organization." Presented at *Today's Managers Tomorrow's Leaders* Food Industry Leadership Center's Executive Training Program, Skamania Lodge, Washington, February 2004.

"Rising to the challenge of workplace change and conflict." Presented at *Today's Managers Tomorrow's Leaders* Food Industry Leadership Center's Executive Training Program, Washington, February 2003.

"Change and transition in grocery retail." Presented at *Today's Managers Tomorrow's Leaders* Food Industry Leadership Center's Executive Training Program, Washington, February 2002.

"Too much stress: Antecedents, consequences and solutions." Invited speaker at the National Association of Purchasing Managers Conference, Portland, Oregon September 2002.

"Managing change, transition and conflict." Presented with co-presenter, Wayne Davis at *Today's Managers Tomorrow's Leaders* Food Industry Leadership Center's Executive Training Program, Washington, February 2001.

"Transition management teams: Dealing with change in the food industry." Presented with co-presenter, Wayne Davis at *Today's Managers Tomorrow's Leaders* Food Industry Leadership Center's Executive Training Program, Washington, February 2000.

ADDITIONAL RELEVANT TRAINING

- Certified OSI Polaris Leadership Competency Consultant – April 2008
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- City of Portland's Office of Sustainable Development G-Rated ReThink 2005 Workshop Certification
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LANGUAGES BEYOND ENGLISH

- German – speak fluently and read/write with high proficiency
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AWARDS AND GRANTS

- Annual Scholarship of Teaching Research Carnegie Grant, Portland State University **1999-2004**
 - University of Chicago Graduate Fellow **1984-1989**
 - American Psychological Association Student Poster Award **1989**
 - Rotary Graduate Fellow **1983-1984**
 - Social Sciences Divisional Fellow, Pacific Lutheran University **1982-1983**
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PROFESSIONAL MEMBERSHIPS

- American Psychological Society
 - Society of Industrial and Organizational Psychology
 - Academy of Management
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