

Kathy L. Dye, Ph.D.
Assistant Professor of Business Administration
Thomas More College
333 Thomas More Parkway, Room 3311
Crestview Hills, KY 41017

e-mail: kathy.dye@thomasmore.edu

SUMMARY

Pursuit of a faculty position that balances classroom instruction and applied business research opportunities. My areas of special interest include evaluating workplace effectiveness and facilitating workplace learning at the organizational, work group, and individual levels. Through a variety of positions in corporate, academic and non-profit organizations, I have demonstrated outstanding ability to help organizations achieve their strategic goals through improving the contributions of work groups and individuals.

EDUCATION

Doctor of Philosophy Major: Instructional Systems Technology Minor: Management	Indiana University School of Education Kelley School of Business Bloomington, IN
Master of Education Human Resource Development	Xavier University College of Social Sciences Cincinnati, OH
Bachelor of Science in Design	University of Cincinnati College of Design, Architecture, and Art Cincinnati, OH

ACADEMIC EXPERIENCE

Instructional	Thomas More College, Department of Business Administration	1997 - current
	<ul style="list-style-type: none">• PRJ692: Master's Project (7 credit hours)• MGT611: Management, Organizational Behavior, and Design (3 credit hours)• MGT610: Introduction to Graduate Professional Education (3 credit hours)• FYS150: Perspectives on Globalization (3 credit hours)• BUA302: Organizational Behavior (3 credit hours)• EDU255: How Adults Learn (3 credit hours)	
	Indiana University, Department of Instructional Systems Technology	
	<ul style="list-style-type: none">• R521: Instructional Media and Methods• Consulting for Organizational Effectiveness – LG University	
Administrative	Thomas More College, Acting Director of TAP	September 2000 – May 2001
	Indiana University, LG University Development Team	May – September 1995
	Indiana University, Technology Lab Manager	September 1994 – May 1995

CONFERENCE PRESENTATIONS and AWARDS

- International Society for Performance Improvement, 2003 Award of Excellence for Research (*Effective HRD Evaluation: An Expanded View of Kirkpatrick's Four Levels*).
- International Society for Performance Improvement, International Conferences:
2004 Tampa (*Re-Tooling Evaluation at PLLS; Encore presentation of Effective HPT Evaluation*);
2003 Boston (*Effective HPT Evaluation*)
1997 Anaheim (*Instructional Message Design*)
- American Society for Training and Development, International Conferences:
2003 San Diego (*Chasing a Theory of Evaluation*)
1998 Washington DC (*Uses and Abuses of Evaluation*)

CORPORATE EXPERIENCE

Consultant	Project Work (ID.E.A.S That Work, LLC)	1988 - current
	<ul style="list-style-type: none">• Developed instructional materials for national and international training courses.• Developed support materials for facilitator-led and computer-based training.• Developed and implemented quantitative and qualitative evaluation programs for individual courses, curricula, or organizational change efforts of both national and international scope.• Coached over 100 executives about various professional competencies.• Managed production of materials that supported \$1M/yr. training revenue.• Clients include AT&T, Comair Airlines, Comware Incorporated, Delco Electronics, Eli Lilly and Company, Fidelity Investments, General Electric Aircraft Engines, MCI Telecommunications, National Development Council, Observatory Group, Right Associates, Thomas Sant and Associates, and The Western-Southern Enterprise.	
Senior Training Specialist	Child World/Children's Palace, Avon, MA	1987-1988
	<ul style="list-style-type: none">• Developed curriculum for national store management career track.• Customized and launched a company-wide supervisory skills program.• Managed re-write of store non-selling training curriculum.• Consulted for and facilitated sales meetings and store openings.	
Corporate Trainer	Lazarus Department Stores, Cincinnati, OH	1985 - 1987
	<ul style="list-style-type: none">• Facilitated over 500 one-on-one management coaching sessions.• Facilitated management development workshops reaching over 800 managers.• Developed and facilitated selling skills workshops for 33 retail locations.	
Consultant, Training & Education	The Singer Company, Edison, NJ	1982 - 1985
	<ul style="list-style-type: none">• Developed and facilitated sales training and product skills training programs.• Managed a territory covering one third of the United States.• Developed and facilitated trade and consumer education programs.• Served as national PR spokesperson for new product introductions.	

SPECIAL SKILLS and ABILITIES

- Certified Performance Technologist.
- Certified Economic Development Finance Professional.
- Fluent in web-based collaborative business communication.
- Competent developing materials across all instructional media.
- Excellent business writing skills.
- Competent developing proposals, including writing, editing and team facilitation.
- International experience, including Europe and the Pacific Rim.
- Competent in statistical analysis and interpretation for business uses.

PROFESSIONAL MEMBERSHIPS

- American Society for Training and Development, national member
- International Society for Performance Improvement, national member
- Academy of Human Resource Development, national member
- World Future Society, national member