

DAVID T. PFENNINGER, Ph.D.

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(317)-566-1992

Carmel, IN USA

Background

My background is diverse, with successes as a technology executive, management consultant and employee talent expert, clinical and academic psychologist, and entrepreneur.

Formerly a teacher and assistant professor at *Indiana University School of Medicine* and both clinician and administrator at the *VAMC*, I have also been the founder or key entrepreneur of several successful companies, most notably **Performance Assessment Network, Inc.** ("*Pan*"), an international leader in web - based hiring and skills assessment solutions, and **BubbleUp, Ltd.**, an innovative developer in web-based applications.

Current Status (2014)

Currently, I am self-employed as an executive consultant, investor, and board member to web and "Wetware" technology - related young companies, i.e., at the interface of internet and human behavior and cognition.

Sample Key Accomplishments

- Conceived and implemented one of the first "Cloud" based firms in the human resource industry, www.panpowered.com, in 1999. Co-inventor of four U.S. patents for web-based assessment and hiring system technology
- Managed *Pan* from one to 80 employees in 5 years, created over \$120 Million in cumulative revenues in that period, with consistent gross profit margins > 25%. The estimated total economic impact on central Indiana is over \$250 Million to date. *Pan* remains based in Carmel, IN.
- Ernst & Young Entrepreneur of the Year - Information Technology* in the U.S. Great Lakes Region and national award finalist Palm Springs, CA in 2005
- Pan* was named a Rising Star on the 2005 *Deloitte Technology Fast 500*, and won recognition in several other publications and forums 2001-2006
- Led *Pan* internationally with significant overseas experience and successes, and achieved *U.S. Defense Industrial Security Clearance Office* classified access certification status for myself and *Pan* to serve high-security governmental needs
- Developed advanced personnel assessment systems for the *U.S. Department of Homeland Security, U.S. Customs and Border Patrol, U.S Postal Service*, and several other government agencies in the U.S and Canada
- Primary developer of several trademarked, successful business brands and supportive marketing logos, copyrights, and platforms.

We sold *Pan* in 2006 to *TALX* (NASDAQ: TALX), (itself later acquired by *Equifax*), and I have since been prominently involved in various private company, educational, and NFP organizations and projects as investor, mentor, consultant, or interim executive.

Board of Director Memberships:

BubbleUp, Ltd., a provider of innovative digital media services, www.bubbleup.net. 2005-2009.

I co-founded BubbleUp, an internet marketing and digital media management company. It is offering an array of proven technology-driven marketing, community, and revenue solutions designed to add value to the entertainment customer. Customers include Jimmy Buffett's Margaritaville, John Mellencamp, Barbara Streisand, Hall & Oates, Keith Urban, Kenny Chesney, and dozens of other artist management, label, and fulfillment clients.

Vinculum, Inc., a provider of Voice Over Internet Protocol (VOIP) solutions to business, www.vincomm.net. 2007-2010.

Vinculum is a San Diego-based Voice over Internet Protocol (VoIP) focused on wholesale and small and medium sized business telephony markets. The main value points for customers are radical cost reductions in telephone fees, enhanced phone functionality, and greatly improved international VoIP call capability.

Pan, Inc., Chairman, www.panpowered.com. 1999-2006.

Chair of this firm from founding to sale to TALX, Inc.; recruited board members, led all board activities. Board members included the then-president of a public company, another who had led an IPO and sale to a public company, and a third who started and later sold his financial software firm.

Praxis IIc, Chairman. 1997-1999.

Chair of this firm from founding to sale, led all board activities. Praxis was an organizational psychology firm specializing in executive personality assessment, job profiling, organizational survey and analysis, and change management. Praxis was sold to Pan, Inc. in 1999.

Roudebush Veterans Administration Medical Center Clinical Executive Board, 1994-6

I was elected to this board and served as executive secretary of the board, reporting to the chairman. This involved a great deal of exposure to federal budgeting, medical center and hospital management, accreditation, personnel management, disciplinary procedures, education (the VA is affiliated with Indiana University School of Medicine), and other high level federal responsibilities.

Advisory Boards:

Indiana University School of Informatics, Dean's Advisory Council, 2007-present (Emeritus).

Indiana University Department of Psychological and Brain Sciences, Advisory Council, 2007 –present (Emeritus).

Rehabilitation Hospital of Indiana Foundation Board, 2005-2008.

MERIT Institute, P.C. – Advisory Board Member, 2014.

I am involved with **Indiana University** on several councils, actively raising and donating funds, conferring with the key Deans and Chairs about departmental strategy, academic and business initiatives, alumni relations, technology consultation, recruitment of internship and employer partners, and research foci.

My wife Suzanne and I are members of the *Indiana University President's Club*. In 2013, I conceived and delivered on a major fund-raising effort, resulting in one of the largest historical donations to the *I.U. School of Arts and Sciences*; funding of the *Harlan Family Scholars Program* in *Brain Sciences*; and funding for the "I.U. Brain" – (the largest anatomically correct brain sculpture in the U.S.). We also are charter members of and donors to the *I.U. School of Informatics and Computing Building Fund*.

Employment History:

2006 –2014

David T. Pfenninger, Ph.D.

I am a private investor, board of director member, and consultant to management for select firms. My contributions include fund-raising, strategic planning, developing marketing concepts, M&A analysis, providing organizational and hiring assistance, and general technology and market approach advisement. Sample companies include *Simply Driven Executive Search*; *Indigo Biosystems*; *Vinculum*; *BubbleUp Medical Informatics*; *MERIT*.

1999 - 2006

Founder, CEO, Chairman: **Performance Assessment Network, Inc. ("Pan")**, Carmel, IN.
www.panpowered.com

I founded, managed, and later sold the first and still leading Internet-based psychological testing and assessment enterprise.

- Raised \$ 3 + Million in venture capital to finance start-up operations 1999-2000
- Recruited executive team, core staff, board of directors, and designed key business model and practices
- Designed *Pan* and *Vita* web-based systems, user ergonomics, and guided patent application process
- Designed and managed marketing and communications strategies and materials, remaining the chief marketing officer for *Pan* throughout my tenure
- Responsible for all contracting and liaison with corporate attorneys, venture capitalists, insurance, banking, investment banking, and dozens of other collateral suppliers and partners
- *Pan* currently has license arrangements with 46 publisher groups for over 350 assessment products, and is recognized as the leader in secure e-testing with clients in over 30 countries
- *Pan* is a full member of the *Association of Test Publishers* and regularly exhibits at *American Psychological Association*, *Society for Industrial-Organizational Psychology*, *American Society for Training and Development*, *Society for Human Resource Management*, *American Staffing Association*, *HR Technology*, and other conferences

- The *Pan* patents - which I co-authored - are the defining standard in the field since 2000
- *Pan* was and is the undisputed innovator and first-to-market leader in web-based testing, assessment, and employee skills evaluation:
 - o *Pan* performed the first successful web-based timed tests for professional use
 - o The first content aggregation website in the assessment market; the first e-commerce enabled testing site internationally
 - o The first large-scale web-based educational testing program (international, for the U.S. DODEA)
 - o We provided the first multi-lingual web-based test user interfaces (for the *Canadian Public Service Commission*)
 - o We created the first fully online "end-to-end" pre-employment process, incorporating resumes, tests, interviews and other pre-hire elements, a system used to assess every candidate for airport screener jobs in the United States and territories 2002-present.
 - o *Pan* operates e-testing platforms and services "private label" e-testing engines for clients as diverse as *Harcourt/The Psychological Corporation, U.S. Transportation Security Administration, U.S. Customs, U.S. Postal Service, U.S. Department of Defense Educational Agency, Canadian Public Services Commission, U.S. Steel, International Steel Group, Capital One, Motorola, Georgia-Pacific, Target, and Procter & Gamble*

Pan was acquired by TALX (NASDAQ: TALX) in an all-cash deal 2006. TALX was purchased in 2007 by *Equifax*. I negotiated the *Pan* deal, assisted by the *Pan* CFO, legal counsel *Ice Miller*, bankers *JP Morgan Chase*, and investment bankers *RBC Dain Rauscher Capital Markets*; with *Bryan Cave Associates* and *LaSalle Bank* on the buy-side of the deal.

1997-1999

CEO and President, Chairman - **Praxis I.I.c.**, Indianapolis, IN.

I founded this professional consulting practice in applied psychology, emphasis on organizational assessment and intervention, testing, executive personality. Six partners were involved with a variety of expert skills.

- Clients included state government agencies, health care organizations and professionals, law firms, and small business and expert psychological evaluation, case analysis, reporting, and strategy
- Created and edited one of the first online journals in 1997, *praxis review*, which included articles and reviews related to business psychology
- Clients included *USA Group, Overhead Door of Indiana, VanStar, Mitsubishi Motors of America*
- *Praxis* was sold to *Performance Assessment Network* in 1999

1996 – 1997

President, **David T. Pfenninger, Ph.D., H.S.P.P., P.C.**, Indianapolis, IN.

I am a clinical psychologist, and this was an independent private practice ("Professional Corporation") in clinical and consulting psychology. My emphasis was on psychological assessment, psychotherapy, hypnosis, disability evaluation, testing for management and leadership potential, and expert legal testimony.

1989-1996

Assistant Professor and Clinical Psychologist - **Indiana University School of Medicine and the Roudebush Veterans Administration Medical Center**, Indianapolis, IN.

- *Clinical*: Full medical staff privileges; lead psychologist for inpatient psychological services; individual and group psychotherapy and skills training; intelligence, personality, and neuropsychological evaluation of hundreds of clients, inpatient and outpatient; supervision of physician residents, nurses, psychologist trainees, and health care personnel and students; testing and assessment expert

- *Consultative*: Organizational development planning and program implementation; team leadership in *Total Quality Improvement* training programs, health center re-engineering; staff credentialing reviews; strategic planning for change management processes and outcomes evaluation; member *Bylaws* and *Bioethics* executive committees; elected member of *Professional Standards Board* and officer of the *Clinical Executive Board*; appointed Federal investigator on several projects; *VAMC* superior performance awards 1991-1994

- *Research*: Several publications (see below) and dozens of presentations at local, regional, national, and international conferences focused on cognitive and psychodynamic psychology applications with severe mental illness, and philosophy of science.

During this period, I had inpatient and outpatient privileges at several Indianapolis hospitals, including *Indiana University Hospital* and *Clarian*, and practiced private psychotherapy and assessment with *Meridian Psychological Associates* and in my own practice, *David T. Pfenninger, Ph.D., P.C.*

1985-1988

Psychological Associate - *Hyde Park Psychological Services*, Cincinnati, OH.

Master's level, part-time work during graduate training; clinical and consulting psychological practice. Emphasis on psychological testing, vocational evaluation, organizational consultation, individual behavioral therapy for addictions and other compulsive behavior problems.

Education:

1979-1983: **Indiana University**, Bloomington, IN

B.A. - psychology major; sociology minor.
Honors: Dean's List

1983-1990: **Miami University**, Oxford, OH

M.A. - Psychology -1986; Ph.D. - Clinical Psychology - 1990

Honors: Full academic scholarship recipient; research assistant grants for several years; departmental commendations for my academic performance

Cumulative GPA of 3.9 for 126 graduate hours; strong emphases in clinical, consulting, forensic, social/organizational psychology, psychometrics, and philosophy of science

1988-1989: **Indiana University School of Medicine**, Indianapolis, IN

Graduate of Doctoral Intern Training Program, Clinical Psychology Section, Department of Psychiatry

1990-2010: 20+ annual hours of accredited continuing education for maintenance of professional practice licensure in Indiana

Formal Research Training:

1981-1983: Research laboratory assistant to Dr. John Bates at *Indiana University*. Senior thesis was *A Critical Review of Sequential Analysis Methodologies for Behavioral Research*

1983-1984: Research assistant for Dr. Arthur Miller, *Miami University*. Social attribution and decision-making lab and program of study, support work for Miller's studies of Milgram's obedience experiments

1985-1986: Research assistant for Dr. Carl Paternite, *Miami University*. Part of multi-site investigation of social skills deficits among ADHD diagnosed children

1986: Master's thesis, *Developmental Mediation of Irrational Beliefs*, accepted by *Miami University*

1990: Doctoral dissertation, *Psychological Processes in Pedophilia: An Empirical Study of the Fixation-Regression Typological Construct*, accepted by *Miami University*

Professional Academic Experience:

1989-90: Lecturer in abnormal psychology, ***Psychology Department, Indiana University - Purdue University at Indianapolis (IUPUI)***.

1991-1996: Assistant Professor, ***Department of Psychiatry, Indiana University School of Medicine***.

Duties: Scholarly research, publication, and teaching (research methods; personality theory; psychosomatic disorders; history and systems; psychotherapy technique; testing and clinical diagnosis; specialized advance topical seminars); supervision and training of medical and nursing students, psychiatry residents, and psychology interns; lecturer on personality, clinical assessment, psychotherapy, classification systems, and other clinical and consulting topics; healthcare organization (university and federal VA hospitals, HMO, and private clinic) consultation; organizational development and quality assurance; clinical intern teaching recognition award 1993 & 1995; several dissertation and medical thesis committees

Other Scholarly Activity:

Co-chair, organizing committee, *Sixth Biennial Conference of the North American Personal Construct Network*, held in Indianapolis, IN, July, 1994. Coordinated academic and social programs and schedules for this international conference on systems psychology

Program Committee Reviewer, *American Psychological Association (Division of Theoretical Psychology)*, 1995 conference, New York. Reviewed and critiqued over 60 manuscripts for academic program

Program Chair, *American Psychological Association (Division of Theoretical Psychology)*, 1996 conference, Toronto. Coordinated five-day academic and social program involving dozens of international scholars. Designed the academic curriculum, including seminars, continuing education events, securing of keynote speakers; handled all logistics and managed the professional resources and budget

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Invited reviewer for *American Psychological Association* book The Psychological Meaning of Chaos, 1996

Editor, *praxis review*, online management psychology journal, 1997-1999

Member, Editorial Board, Journal of Constructivist Psychology, 1996-2003

Member, Dean's Advisory Council, *Indiana University School of Informatics*, and *Indiana University Department of Psychological and Brain Sciences*, 2007-present

Member, *MERIT Institute, P.C.*, Advisory Board. Training program for psychotherapy of schizophrenia, with Dr. Paul Lysaker and Dr. Reid Klion.

Publications:

Peer-Reviewed Journals:

Sociality and Optimal Functioning, L. Leitner & D. Pfenninger, Journal of Constructivist Psychology, 7(2), Spring 1994, 119-136.

Fitting the World to Constructs: The Role of Activity in Meaning Making, D. Pfenninger & R. Klion, Journal of Constructivist Psychology, Summer 1994, 151-162.

George Kelly and the Concept of Development, C. Vaughn & D. Pfenninger, Journal of Constructivist Psychology, Summer 1994, 177-190.

Role Constriction in Vietnam Era Veterans, R. Klion & D. Pfenninger, Journal of Constructivist Psychology, Summer 1996, 127- 138.

Personal Construct Psychotherapy of Addictions, R. Klion & D. Pfenninger, Journal of Substance Abuse Treatment, spring, 1997.

Competing for Reality, D. Pfenninger & L. Leitner, Journal of Constructivist Psychology, Vol.18, 4, Dec. 2005.

Book Chapters:

Rethinking Hostility: Is it Ever Better to Fight than Switch? D. Pfenninger & R. Klion, Advances in Personal Construct Psychology, R. Neimeyer and G. Neimeyer (Eds.), Greenwich: JAI Press, 1995.

Constructing and De-constructing Transitive Diagnosis, T. Johnson, D. Pfenninger, R. Klion, Constructivism and Psychological Diagnosis. American Psychological Association Press, 2000.

Clinical therapy vignette by D. Pfenninger & R. Klion, in R. Neimeyer & A. Stewart chapter *Constructivist and Narrative Psychotherapies*, in Handbook of Psychotherapy and Behavioral Change, American Psychological Association, 2000.

Other Published Work:

Seeking Higher Ground(ings): A Reply to Rychlak, comment by S. Jones & D. Pfenninger, American Psychologist, October, 1994, 890-891.

Employee Retention, interview with D. Pfenninger, Tom Peters Fast Forward, December, 1997.

David T. Pfenninger, Ph.D.

Not Being There: Review of J.P. Sloan's "Jerzy Kosinski: A Biography", D. Pfenninger, Journal of Constructivist Psychology, summer, 1998, 241-250

Online hiring systems can help find best job candidates. D. Pfenninger, invited editorial essay, Federal Times, December 13, 2004.

What should HR executives' top priorities be? D. Pfenninger, Human Resource Executive, April, 2006.

Talent Search: Fine-Tuning the Selection Process, K. Burns & D. Pfenninger, Workforce Performance Solutions, July 2006, 30-33.

Stress Busting 101, D. Pfenninger, INBiz, publication of the Indiana Economic Development Corporation, Vol. 2, Fall 2007.

Comment on constructivist personality theory, D. Pfenninger, Philosophy Now, Nov-Dec. 2007 issue.

Founder and senior editor, ***praxis review***, 1997-1999. This was one of the first online blog/magazines. Authored or co-authored more than a dozen original short articles and reviews; edited all articles, including pieces on scenario planning, systems principles in organizations, new trends in work psychology. Contributors included several university-based psychology faculty, business consultants, IT innovators, and systems designers. Author Kurt Vonnegut, Jr. personally replied to a review of his novel, *Timequake*.

MERIT – *Metacognitive Reflection and Insight Therapy for Schizophrenia: An Overview*. P. Lysaker, D. Pfenninger, R. Klion, 2014. www.meritinstitute.org.

Selected Presentations:

A Personal Construct Approach to Optimal Functioning, L. Leitner & D. Pfenninger, Annual Conference on Constructivist Psychotherapy, Memphis, TN, May, 1990.

Fitting Constructs to the World and Fitting the World to Constructs, R. Klion & D. Pfenninger, Ninth International Congress on Personal Construct Psychology, State University of New York at Albany, August, 1991.

Constructivist Metatheory in Contemporary Personality Theory, D. Pfenninger, Grand Rounds, Dept. of Psychiatry, Indiana University School of Medicine, February, 1992.

Is it Ever Better to Fight Than Switch? Hostility vs. Commitment in Personal Construct Theory, D. Pfenninger & R. Klion, North American Personal Construct Network Fifth Biennial Conference, Seattle, WA, July, 1992.

Personal Construct Therapy for Severe Psychopathology, D. Pfenninger, North American Personal Construct Network Sixth Biennial Conference, Indianapolis, IN, July, 1994.

Constructivist Psychotherapy Techniques for Psychotic Disorders, D. Pfenninger, invited symposium, University of Notre Dame Department of Psychology, December 1994.

Role Therapy for Post-Traumatic Stress Disorder, D. Pfenninger, Grand Rounds, Dept. of Psychiatry, Indiana University School of Medicine, January, 1995.

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Interpersonal Processes in Vietnam-Era Combat Induced Post-Traumatic Stress Disorder, R. Klion & D. Pfenninger, North American Personal Construct Network Seventh Biennial Conference, Banff, AL, May, 1996.

Implications of Modern Consciousness Research for Psychology and Psychotherapy, invited address to Division of Theoretical and Philosophical Psychology by Dr. S. Grof, session chaired by D. Pfenninger, American Psychological Association convention, Toronto, August, 1996.

Symposium: Issues and Methods in Constructivist Psychology, chaired by D. Pfenninger, Division of Humanistic Psychology program, American Psychological Association convention, Toronto, August, 1996.

Toward a Constructivist Model of Panic, D. Pfenninger and R. Klion, Division of Humanistic Psychology program, American Psychological Association convention, Chicago, August 1997.

Psychometric Tools for Personnel Assessment, D. Pfenninger, invited address to Indiana Human Resource Association, February, 1998.

Systems Concepts in Consulting Psychology, D. Pfenninger, invited address to Dept. of Psychology, Indiana State University, June, 1998.

Physician Leadership Development: and Open-Mind Management, D. Pfenninger, seminar to Physician Leadership Series, Premier Health Systems Education Consortium, Cincinnati, OH October 1998.

Systems Models in Clinical Psychology, D. Pfenninger, invited lecture, Dept. of Psychology, University of Indianapolis, November, 1998.

Open Mind Management for Leadership, D. Pfenninger, invited seminar, USA Group, Inc. (Sallie Mae), Indianapolis, IN, July 1999.

Notes of a Blind Photographer; or, Cameral Reflexivity and the Ethics of Construction, D. Pfenninger & Perry Kirk, National Society for Photography Educators, Cincinnati, OH, Mar. 2000.

Beyond the Glass Ceiling: Scenarios for Women Leaders, D. Pfenninger & Elaine Voci, Midwest LEAD 2000 conference, Indianapolis, IN, Mar. 2000.

e-testing: Current Concepts, D. Pfenninger, continuing education seminar for Chesapeake Bay Health Education Program, Perry Point, MD, May, 2000.

e-testing: A New Methodology for Professional Assessment, D. Pfenninger, American Psychological Association, Washington DC, August 8, 2000.

Transitive Diagnosis: Metatheoretical Concepts for Clinical Practice, T. Johnson, D. Pfenninger, & R. Klion, American Psychological Association, Washington, DC, August 8, 2000.

Objective Assessment on the Internet, D. Pfenninger, L. Weiss, L. Jerome. Invited seminar, Association of Test Publishers annual convention, Orlando, FL, February 6, 2002.

Competing for Reality, D. Pfenninger. "The State of Rigorous Humanism," seminar for Division of Theoretical Psychology, American Psychological Association, Chicago, IL, Aug. 25, 2002.

Individualized Assessment of Cognitive Abilities, J. Olson, R. Klion, D. Pfenninger, M. Wenzel, invited presentation to Association of Test Publishers annual convention, Palm Springs, CA, February 24, 2003.

David T. Pfenninger, Ph.D.

Web-Based Assessment for Data-Driven Development of Global Talent, D. Pfenninger, & E. Voci., ASTD Indiana, Indianapolis, IN, 2003.

Automating the Testing and Assessment Process, D. Pfenninger, E. Kolmstetter, B. Davis, & P. Jung, International Conference on Assessment Center Methods, Atlanta, GA, September, 2003.

Cross-Cultural Test Design for Global Selection Programs, R. Klion, D. Pfenninger, F. Chiochio, & J. Callender, Association of Test Publishers, Orlando, FL., 2003.

Individualized Assessment of Cognitive Abilities via Web and Computer Testing, J. Olson, R. Klion, & D. Pfenninger, Association of Test Publishers, Orlando, FL., 2003.

Where the Rubber Hits the Road: Lessons learned in online testing, M. Wenzel & D. Pfenninger, Society for Industrial and Organizational Psychology, Orlando, FL., 2003.

Online Assessment for Resourcing and Organisational Development, D. Pfenninger, Marcus Evans HR Conference, Amsterdam, Holland, 2003.

Leading Practices in Assessment, A. Furnham, & D. Pfenninger, British Psychological Society, Oxford, UK, 2003.

Integrated Web Assessment Solutions, D. Pfenninger & R. Klion, International Military Testing Association, Pensacola, FL., 2004.

Web Assessment Solutions for the Transportation Security Administration, D. Pfenninger, E. Kolmstetter,, & R. Ross, Association of Test Publishers, Palm Springs, CA, 2004.

Asking the Wrong Questions: A Look at How the Federal Government Assesses and Selects its Workforce, Partnership for Public Service Report, Washington, DC, December 2004 (D. Pfenninger guest panelist and report reviewer).

Online assessment: The future in business and educational testing, D. Pfenninger, e-assess U.K Conference., London, UK March 18, 2006.

Indiana Collegiate Entrepreneurial Bootcamp, D. Pfenninger, guest discussant, Indiana Economic Development Corporation and Techpoint, Indianapolis, IN, March 22, 2007.

So you want to be an entrepreneur? Invited address, TechPoint, Indianapolis, IN, Oct. 2008.

Invited panelist, Indiana University Department of Psychological and Brain Sciences, *Taking Psychology into Business*, senior course, Nov. 2008.

Interview with Dr. David T. Pfenninger, Dean's Advisory Board Member, *Informatics Magazine*, Jun. 2009.

Start Me Up: How to create a winning company. Invited panelist, TechPoint, Indianapolis, IN, July 2010.

Bringing psychology into the 21st Century. Invited panelist. *Indiana University Department of Psychological and Brain Sciences 125th Celebration Symposium.* Oct. 2013.

Business Presentations:

I have been an interview subject in many business profiles and a guest essayist in numerous publications, conferences, trade shows, and events:

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Online Recruitment; Human Capital Institute; Inside Indiana Business; Society for Human Resource Management;; Indianapolis Business Journal; Indianapolis Star; Sky Radio; The Federal Times; Government Executive; Workforce.com; World at Work; COMPTIAA; CLO Magazine; Tom Peters Fast Forward; Indiana Business Magazine

In addition to these associations, conferences, and conventions, I have made hundreds of educational, colloquium, sales, and business negotiation presentations. Topics include human resource and talent sourcing technology and practice to national and global corporation executive teams in nearly every sector, including this sampling:

Government: *U.S. Department of Defense; U.S. Postal Service; U.S. Dept. of Homeland Security; U.S. Federal Bureau of Investigation; U.S. Customs and Border Patrol; U.S. Federal Flight Deck Officer Program; U.S. National Security Agency; Canadian Public Service Commission; Canadian Aviation Security Authority, U.K. Home Office.*

Educational: *U.S. Department of Defense Educational Agency; Utah Department of Education; Indiana State Dept. of Education; Louden County, VA Public Schools; Indiana University; Harcourt; Pearson; McGraw-Hill; University of Montreal;; Indiana State University; Ivy Tech Community Colleges; Oxford University (U.K.); Cambridge Assessments; ACT*

Corporate: *Procter & Gamble; Royal Dutch Shell; Peoplesoft; , J.P. Morgan; Royal Bank of Canada; Capital One; Oracle;; Monster; TALX; U.S. Steel; Georgia-Pacific; First Advantage; Wal-Mart;; Summit Venture Partners; VanStar; Polaris Venture Capital; Crowe Chizek; International Steel Group; Chrysler; Kimberly Clarke; Ingersoll Rand; Manpower; Bally's; Accenture; Northrop Grumman*

Professional Memberships:

*American Psychological Association
-Society of Industrial Organization Psychology*

Personal:

Married, with two college-age children; interests in sports, music, 20th century literature, and dogs

I sponsor literary projects, and have made donations enabling the publication of several books:

Jack London: Photographer. J. Reesman, S. Hodson, P. Adams. University of Georgia Press, 2010.

David Baker: A Biography. M. Herzig. Indiana University Press.2011.

Do As I Say and Not As I Do: Seven Stories. M. Lamb. Black Squirrel, Ltd., Amazon Press.

References:

Business and scientific/academic references can be made available upon request