

Resume

Dr. Jerry S. Evans
J.S. Evans Consulting, Inc.
710 West 32nd Street
Houston, Texas 77018
Office: (713) 426-6411 Fax: (713) 426-6417
E-mail: jevansconsulting@aol.com
Website: www.jsevansconsultinginc.com

Professional Objectives

- To fulfill the duties as Interim Chair of the Department of Information and Logistics Technology and to provide an exemplary level of service to the UH College of Technology and the University of Houston in meeting these responsibilities.
- To make a meaningful contribution in the College of Technology by providing excellence in teaching for a full range of undergraduate and/or graduate courses as needed, to serve on faculty committees as requested, and to provide my continuing support and assistance to the College of Technology in meeting its academic and professional goals.
- To make a substantial and meaningful contribution to the UH College of Technology as the Director of Director of the UH College of Technology "Cougars for Kids" Volunteer Outreach Program (involving student and faculty in an ongoing volunteer effort within major Houston hospitals to assist children of all ages in their recovery processes), serve as an official faculty mentor in the highly regarded UH Athletic Mentor Program (currently mentoring a UH football player), and serve as an academic mentor in the UH College of Technology Senior Proposal/Senior Project Program (currently mentoring 18 seniors in this effort).
- To pursue my research and writing interests in several academic areas by publishing various papers and articles in respected academic and business journals, and to write and publish textbooks in the field of Management, Human Resources Management, Organization Development and Change, Training and Development, Leadership, and Teamwork in Organizations.
- To continue with my management consulting activities as a means of providing students in the UH College of Technology with numerous "real-world" practical applications to strengthen their classroom learning experiences.

Professional Strengths

- Management consultant with 18 years of experience (executive coaching and interviewing, needs assessment, strategic planning, team building, leadership development, interpersonal communication skills enhancement, sales training, stress management, and personnel measurement and assessment with various professional instruments).
- Adjunct management professor with 18 years of experience teaching a full range of graduate and undergraduate management courses at various universities including: University of Houston, University of Houston-Clear Lake, University of St. Thomas, Our Lady of the Lake University, and Houston Baptist University.
- Conducted more than 300 training and development workshops and seminars in management over the past 18 years for organizations in various industries.
- A broad knowledge of Houston businesses and a network of corporate clients in Houston (business owners, CEOs, general managers, human resource managers and training managers).
- More than 25 years of management and leadership experience with organizations in various industries.
- Effective communicator with strong interpersonal skills and an ability to relate well to diverse groups of individuals.
- Well-developed skills in leadership and management and an exceptional ability to influence and motivate others to succeed.
- Excellent conflict resolution, problem solving, and negotiating skills.
- The vision to create and develop new programs (including a student counseling center at HBU) and the ability to make these programs realities (numerous professional development programs developed and implemented at HBU and University of Houston), including a new student/faculty volunteer program (Cougars for Kids) to be implemented in fall 2007 at UH.
- Well-developed sales and marketing skills (owned and operated Brochures Unlimited for 12 years, and currently own and operate J.S. Evans Consulting, Inc.).

Teaching Experience

Adjunct Professor of Management

- University of Houston-Clear Lake (1989 – Present)

- Houston Baptist University (1989 – Present)
 - Our Lady of the Lake University (2003 – Present)
 - University of St. Thomas (1989 – Present)

Interim Chair, ILT and Instructional Assistant Professor

- University of Houston-Main Campus (2005 -- Present)

Courses Taught:

Human Resources in Technology (Undergraduate)

Focuses on the full range of human resources functions engaged in by organizations.

Key areas dealt with include:

- Strategic Human Resource Management
- Individual Performance and Retention
- Legal Framework for Equal Employment
- Managing Diversity in the Workplace
- Recruiting and Labor Markets
- Selecting and Hiring Practices
- Training and Development
- Careers and Career Management
- Performance Management and Appraisals
- Compensation Strategies and Practices
- Managing Employee Benefits
- Health, Safety and Security
- Employee Rights and Discipline
- Union-Management Relations
- Globalization of HR

Current Issues in Technology Leadership and Supervision (Undergraduate)

This course is designed to enable students to select a current issues topic from the UH College of Technology TELS program and have them prepare a classroom presentation and research paper on this topic. This course also includes a major leadership development component using the best selling text, *The Leadership Challenge*, by Jim Kouzes and Barry Posner. Students are required to master The Five Practices of Exemplary Leadership and The Ten Commandments of Leadership.

Project Leadership and Team Building for Technology Professionals (Graduate)

This course is designed for graduate students preparing to assume the role and duties of a project or team leader in an organization. Students are required to identify, assess, and apply best practice models for team leadership.

Key areas which this course focuses on are:

- Developing a Team Charter (Project 1)
- Analysis of a Team-Oriented, Project-Oriented Movie (Project 2)
- Creating a Virtual Team and completing a virtual team assignment (Project 3)
- Mastery of two team leadership textbooks which focus on Team Leadership Skills

Organization Development & Change (Graduate)

Focuses on the various aspects of initiating planned change within organizations to improve operational effectiveness, increase financial performance, and enhance quality of work life. Key areas covered:

- Diagnosing (assessing the functioning of the organization, department, group, or job to discover the sources of problems and areas for improvements).
- Collecting and analyzing diagnostic information.
- Feeding back diagnostic information to the client.
- Designing interventions to correct organizational problems.
- Leading and managing the organization's change process.
- Evaluating and measuring the implemented changes.

Strategic Management: Business Strategy and Policy (Undergraduate)

Deals with developing, implementing, and managing an organization's long-range approach to growth and development within its competitive environment. Key areas dealt with include:

- Developing a strategic vision and mission.
- Setting objectives and crafting a strategy.
- Strategy implementation and execution.
- Reviewing and evaluating performance, and taking corrective action.
- Business strategy, ethics, and social responsibility.

Principles of Management: Management Theory & Practice (Undergraduate)

Focuses on the process of coordinating and integrating work activities so they are completed efficiently and effectively with and through other people. Key areas that are covered include:

- Organization culture and environment.
- Managing in a global environment.
- Social responsibility and ethics.
- Decision making, planning, problem solving, and conflict resolution.
- Organizational structure and design.
- Human resources management.
- Implementing planned change and managing change.
- Understanding human behavior and motivating employees.
- Leadership styles and control mechanisms.
- Operations management processes.

Principles of Management: Teamwork and Leadership Skills (Graduate)

Deals with exploring the principles of management and leadership on a graduate student level. Key areas that are covered include:

- The critical role of management skills in organizations
- Developing self-awareness
- Managing personal stress
- Solving problems critically and analytically
- Coach, counseling, and supportive communication
- Gaining power and influence

- Leadership strategies
- Motivating others
- Managing conflict
- Empowering and delegating
- Building effective teams and teamwork

Human Behavior in Organizations (Graduate)

Deals with an examination of the competencies necessary for individual and managerial effectiveness (managing self, communication, diversity, ethics, teams, change, and managing across cultures). Key individual processes examined are:

- Personality and attitudes.
- Perception and attribution.
- Learning theories and reinforcement.
- Motivating performance in the work setting.

Key group and interpersonal processes include:

- Group and team behavior.
- Power and political behavior.
- Conflict and negotiation strategies.
- Leadership foundations and styles.
- Interpersonal communication and decision making.

Key aspects of total organizational processes include:

- Job design.
- Organization design.
- Organizational culture.
- Organizational Change.

Organizational Behavior (Undergraduate)

This course focuses on investigating the impact that individuals, groups, and structure have on behavior within organizations, which is done for the purpose of applying this knowledge to improve organizational functioning. Key topics examined are:

- Foundations of organizational behavior
- Values, attitudes, and job satisfaction
- Personality and emotions
- Perception and individual decision making
- Basic and advanced motivational concepts
- Foundations of effective leadership
- Understanding work teams
- Interpersonal communication
- Basic and advanced approaches to leadership
- Power and politics
- Conflict and negotiation
- Foundations of organizational structure
- Work design and technology
- Human resource policies and practices
- Organizational culture
- Organizational change management

Human Resource Management (Graduate and Undergraduate)

Focuses on recognizing the importance of an organization's work force as being the key factor in the success or failure of the organization. Key areas examined include:

- Effective human resources planning.
- Job analysis.
- Recruitment, selection, and placement.
- Performance appraisals and rewards.
- Total compensation and performance-based pay.
- Training and development.
- Career planning and management.
- Quality of work life.
- Occupational Safety and Health.
- Employee rights, unionization, and collective bargaining.

International Management (Undergraduate)

Deals with the challenges and opportunities organizations faces from doing business in a global marketplace. Key areas examined are:

- The changing global marketplace environment.
- How organizations go international, and why.
- Managing in a foreign environment.
- Legal-political factors.
- The economics of marketing globally.
- Cultural considerations of international marketing.
- Ethical issues related to international business.

Current Issues in Business (Graduate and Undergraduate)

This is a graduate course that is taught without a textbook, but students are required to complete several selected readings. The course focuses on having students identify a specific current issue in today's business world, and to conduct research on their topic for classroom discussion. The students are required to submit a major length paper on their selected topic, and make a formal classroom presentation to support the paper.

Work Experience

J.S. Evans Consulting, Inc. (May, 1999 – Present)

Position: Owner

Responsibilities: Providing management consulting and organization development services to organizations in various industries. Services include: organizational development & planned change, performance improvement, executive coaching, executive interviewing, needs assessment, strategic planning, team building, leadership development, interpersonal communication enhancement, sales training, stress management, and personnel measurement and assessment with various professional instruments. Note: Teaching graduate level courses in Organization Development &

Change (implementing planned organizational change) provide the qualifications to deliver these consulting services, if requested).

Consulting Projects:

- **Organizational Culture Assessment** Conducted an organizational culture assessment for El Paso Merchant Energy Group at their major refinery in Aruba (eight months in 2002). Examined several “human factor” and organizational issues such as: labor union disputes, morale, job satisfaction, worker attitudes, motivation, loyalty and trust, supervision, leadership, communication processes, teamwork, organizational climate, plant safety, training, and human resources procedures. These areas were suspected of having an impact on management and worker relations, overall performance, productivity, plant shutdowns, and certain accidents. Provided a strategy for implementing positive change at the Aruba refinery.
- **Consultant to Houston Baptist University for the Land Title Institute Management Development Program** Provided organization and direction for the second annual Land Title Institute Management Development Program. Note: I developed and managed the previous year’s program as an administrator at HBU. This was a week-long management development program for American Land Title Association managers from across the country. The program included training on Leadership Skills, Human Resource Management, Finance for Land Title Managers, Communication/Active Listening Skills, Marketing Strategies, Customer Service Skills, and Managing Change.
- **NASA Training Needs Assessment** Conducted individual and focus group sessions throughout the NASA Johnson Spacecraft Center to determine the types of training needed for the balance of FY 2004 and FY 2005. These sessions involved meeting with management levels for the various JSC directorates to acquire group input on the types of training needed, and then rolling this information up to the various directors of JSC.
- **Organizational Workshops** Developed and conducted more than 300 workshops for various organizations, many utilizing the Myers-Briggs Type Indicator and other valid and reliable well known assessment instruments. Workshops focused on enhancing communication and developing team building skills. Other workshops developed and conducted on organizational stress management, team building, motivating employees, customer service, management and leadership skills, sales and marketing strategies, plus an Executive Leadership Development program.

Houston Baptist University (November, 1995 – May, 1999)

Position: Assistant Vice President, Extended Education and Director, Enrichment Center

Responsibilities:

Department of Extended Education Developed strategic and operational plans, managed budgets, and managed the department which included: program development, marketing, and implementation for numerous Executive Education programs for several Houston companies. Responsibilities also included organizational needs assessment,

course development, and participating in the delivery of selected management development courses. Responsibilities also included:

- Continuing Education: Planned, developed, marketed, implemented, and managed the University's Continuing Education program of non-degree, non-credit classes on a variety of topics of interest. Responsibilities also included management of the University's media services and supervision of several student workers.
- Instructional Television: Managed the University's TV studio, which included satellite up-linking and down-linking, program production and live broadcasting, producing taped presentations, and providing TV transmissions locally and nationally.
- Executive Education: Program development, sales/marketing, and delivery for numerous Executive Education programs for HBU (American Land Title Association, Western Atlas, ABB Engineering, Gulf States Toyota, The Rice Council, and others).

HBU Enrichment Center Developed strategic and operational plans, managed budgets, managed a team of career and personal counselors, and directed the activities of the Freshman Experience program at HBU. Implemented the use of the Hartman Value Profile, Myers-Briggs Type Indicator, and the Strong Interest Inventory to enable faculty to better understand the strengths and weaknesses of their students and help students to better understand their own needs.

Brochures Unlimited (1983 – 1995)

Position: Owner

Responsibilities: Provided marketing strategy and advertising services to businesses in the Houston area. Note: Responsibilities also included development and delivery of numerous management workshops and seminars beginning in 1989.

Hearn Lithographing (1979-1983)

Position: Director of Marketing

Responsibilities: Printing sales and marketing strategy

International Association of Drilling Contractors (1976-1979)

Position: Director of Membership

Responsibilities: Directed the activities of IADC Chapter membership

National Association of Corrosion Engineers (1973-1976)

Position: Technical Activities Director

Responsibilities: Functioned as a member of the Association's management team. Coordinated activities of the NACE technical committees. Edited and distributed NACE standards and committee reports.

A.B. Dick Company (1970-1973)

Position: Major Markets Manager

Responsibilities: Sales of duplicating equipment and supplies to major customers.

National Association of Corrosion Engineers (1958-1970)

Position: Supervisor of NACE Printing Operations

Responsibilities: Managed NACE printing operations

Education

BA	1976	University of Houston English Literature
MA	1986	University of Houston-Clear Lake Behavioral Sciences
PhD	1989	The Union Institute and University Industrial/Organizational Psychology

Dissertation Title and Focus

“A Comparative Statistical Analysis of Three Therapeutic Approaches to Stress Management.” This involved a comparison of the effects of three approaches to stress management: (1) traditional techniques (including meditation, guided imagery, progressive muscle relaxation, deep breathing, and autogenics), (2) rational-emotive theory (refuting irrational beliefs), and (3) a combination of both therapeutic approaches utilized as single strategy.