



Valerie L. Myers, Ph.D.

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Professional Summary

Valerie L. Myers, Ph.D. is an Organizational Psychologist, scholar, and consultant that equips leaders with evidence-based solutions that improve human performance. She facilitates transformational learning experiences for executives, professionals, and graduate students that creatively integrate research, history, and liberal arts to cultivate leaders worth following and teams that achieve results. Myers' overarching interest is in the psychology of institutional influences (e.g., business, government and religious) on leaders and organizational performance. She is a subject matter expert in: 1) *Inclusive Leadership*; 2) *Calling* as intrinsic motivation/employee engagement; and 3) *Healthcare Management & Strategy*. Dr. Myers' scholarly insights are published in academic journals, books, book chapters, and practitioner articles. She is a dynamic public speaking at domestic and international conferences and for client audiences. Dr. Valerie Myers is a catalyst for growth-minded leaders in their quest to lead change across industries (e.g., manufacturing, higher education, arts, healthcare, allied health, engineering, finance, and Fortune 500 companies).

Education

Dual Ph.D.	2003	Organizational Psychology & Social Work Policy	University of Michigan
M.A.	2001	Organizational Psychology	University of Michigan
M.S.W.	1997	Policy & Program Planning	University of Michigan
Bachelor's	1993	Psychology	University of Michigan

Academic Appointments

2006 - Present	University of Michigan, Ross School of Business , Dept. of Management & Organizations (Ann Arbor, MI). <ul style="list-style-type: none">• Lecturer (2013- Present) MBA and Executive Education programs• Adjunct Assistant Professor (2006-2012)
2021-2022	Dartmouth College, Tuck School of Business & Geisel School of Medicine (Hanover, NH). Lecturer in Executive Education program: Master of Health Care Delivery Science.
2003-2012	University of Michigan, School of Public Health , Department of Health Management & Policy (Ann Arbor). <ul style="list-style-type: none">• Assistant Professor 2004-2012, while ranked #1 by U.S. News & World Reports• Adjunct Professor 2003-2004
2010	Simmons College (Boston, MA) Guest Faculty, Executive Certificate in Healthcare Diversity Management.
2008	AVT Institute Executive Education Program . (Copenhagen, Denmark; Cambridge, MA) Guest Faculty, Executive Education.

Other Professional Employment

2007- Present	Myers Management Consulting LLC, Owner & Principal Consultant A professional service firm that offers solutions to strategically align people, processes, and excellent performance outcomes. Myers' consulting, facilitation, and coaching services are informed by her academic expertise and corporate management experience, which lends practicality to proposed solutions. Through education and facilitation, Myers helps leaders translate complex research ideas into action steps at multiple levels (e.g., personal, team and organization). www.valeriemysers.org
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Select Accomplishments & Engagements

- Coached CEO (\$82M assets) through governing board crisis; helped design diversity infrastructure that resulted in 26% more diversity within 3 years.
- Executive education facilitator for IBIS Consulting (Boston, MA).
- Coached incoming academic deans, conducted situational analysis, and facilitated faculty retreats using Strategic Curiosity® method to foster life-cycle renewal of established colleges.

Other Professional Employment (continued)

2021-2022	African American Credit Union Coalition , Equity & Social Transformation Fellow. Author of the <i>Inclusive Leaders in Action</i> digital series, distributed to a national audience of corporate partners, associations, executives, and members.	
2003	Annie E. Casey Foundation - Faith & Families Project Baltimore, MD Co-Investigator, Faith Matters: Religion, Spirituality and Substance Abuse.	
1999-2000	University of Michigan - Psychology Department , Graduate Teaching Assistant.	
Summer 1999	SSB Bank – Marketing Department	Accra, Ghana
	Intern and Principal Investigator Africa Business Development Corps Scholar. University of Michigan Business School	
Summer 1999	Principal Investigator and Program Director, Stir Up the Gift	Durban, South Africa
	St. Frances A.M.E. Church. Moody International Exchange Scholar, Univ. of Michigan South Africa Initiative.	
1997-1999	Wayne County Policy Division State of Michigan, Family Independence Agency Detroit, MI Policy Intern, Principal Investigator & Consultant.	
1996-1997	Institute for Labor & Industrial, University of Michigan	Ann Arbor, MI
	Relations Research Assistant	

Prior Corporate Experience

MANAGER

Promoted to management to lead the turnaround of an underperforming Logistics & Finance division of a global automotive supplier (~\$400m division revenue). Successfully redesigned processes and developed client relations to recoup 40% (~\$36m) of unpaid revenue within 9 months. Managed budgets and oversight; hiring, development and evaluation of professional staff; and achieving performance targets.

MARKETING REPRESENTATIVE

Cultivated fruitful client relationships with executives at General Motors, Ford, Volkswagen, Toyota, Nissan and Mitsubishi to achieve business goals. Conducted market research to develop strategically progressive niche products. Developed marketing innovation that ultimately transformed the industry, while immediately reducing costs, strengthening brand identity, and increasing practical utility. Earned CEO commendation for role in a multi-million-dollar, sole supplier business award.

Research

Origins & Evolution of Scholarship

Valerie's work emanates from her interest in spirituality and work, awakened during her corporate career. Valerie is a thought leader whose scholarly inquiry into this topic preceded the Academy of Management's formation of the Management, Spirituality and Religion division and rigorous management scholarship. Of necessity, she turned to disciplines exogenous to management, behavioral health sciences, in which faith-based research was established and expanding. Resulting insights informed Myers' doctoral research and dissertation, *An Interdisciplinary Analysis of Faith-based Human Services: Analyzing Latent Organizational, Social, and Psychological Processes* (University of Michigan), and were foundational for her work on calling and in the healthcare industry.

Fortuitously, because of Valerie's immersion in healthcare literature and training as an Organizational Psychologist, she was invited to join the Healthcare Management faculty as an Assistant Professor at the University of Michigan's School of Public Health, immediately after completing her doctoral program. In that role, Valerie expanded her scope of research to include healthcare leadership and diversity management, which she has published in *Organizational Dynamics*, the *Journal of Healthcare Management*, the *Journal of Health Administration Education*, numerous book chapters, technical reports, and a sole authored management book about calling. An interdisciplinary, positive approach pervades all of Valerie's scholarly and consulting work, through which she seeks to elevate character, quality and the work climate so that organizations can better serve the common good.

Research Agenda(continued)

Calling, Work Ethic & Intrinsic Motivation

Dubious that passion inherently translates into quality outcomes or serving the common good, Valerie has rigorously examined calling through her research and practice and found that it does not. She transferred insights from behavioral health and social work to organizational behavior to create a talent development program, for which she was awarded the *Moody International Fellowship* to pilot the program with young adults in Durban, South Africa. As Valerie refined her theory, she presented scholarly insights to the *American Psychological Association*, *Society of Industrial & Organizational Psychologists*, the *Critical Management Studies Conference* (England), the *Academy of Management*, and the *Center for Positive Organizational Scholarship*. Feedback from scholarly and religious audiences has further enriched her work. Dr. Valerie Myers' inquiry culminated in her sole-authored academic book, *"Conversations About Calling: Advancing Management Perspectives"* (2013: Routledge Press).

Conversations About Calling presents a theory of ethical, intrinsically motivated, high-quality work. In this exhaustive, interdisciplinary literature analysis, Myers identifies gaps in extant management research, latent conceptual connections across disciplines, and draws upon the historic works of Max Weber, Rev. Richard Baxter and Dorothy Sayers to propose a virtue-based ideal that focuses on quality as the *ultimate* purpose of calling. Her book was endorsed by the late Andre Delbec, founder of the Academy of Management's Spirituality and Work Division (Santa Clara), Michael Pratt (Boston College) David Miller (Princeton), Scott Taylor (University of Birmingham-UK), Robert Quinn (University of Michigan) and others (Read endorsements at <https://www.valeriemys.org/endorsements>). Myers authored a companion business case, *"The Power of a Calling: Insights from Joseph's Journey"* (2011, 2013 WDI University of Michigan) which she's used to educate MBAs, executives, and emerging adults in various settings. The ten-year anniversary case revision, entitled *Joseph's Calling to Leadership* (2023), is currently under peer review.

To empirically test theoretical assertions in her book, Myers developed and piloted a survey with healthcare administrators, clinicians, and support staff (n=200). Results indicate that the measure is reliable, valid and supports her theory. Findings were presented to scholars at U of M's Center for Positive Organizational Scholarship and will be published in Myers practitioner book, in-progress. Myers work has evolved to consider ways that institutions, organizations, and leaders enhance and undermine employee callings and engagement at work through exclusive/inclusive policies and practices.

Inclusive Leadership and Positive Organizing in Healthcare

Dr. Myers led two research studies of healthcare leadership in the state of Michigan. See www.valeriemys.org/research-1 As Co-Principal Investigator for *Enhancing Organizational and Operational Efficiencies in Michigan's Health Care Safety Net Providers*, funded by the Center for Healthcare Research & Transformation, the team used surveys and interviews to examine best practices among safety net organizations that serve the common good by providing care for underserved populations. Results are published in a technical report and book chapter.

As Principal Investigator, Myers led a team that examined *Organizational Climate & Diversity Management Practices in Southeast Michigan Hospitals* (n=24 hospitals; 1100+ employees), funded by the *Blue Cross Blue Shield Foundation of Michigan* and endorsed by the *Greater Detroit Area Health Council*. This mixed-method study examined management policies and practices, organizational climate, worker perceptions and the influence of positive or problematic behaviors on preventable errors. To assess the work climate, Myers developed the Rankism and Positive Regard scale to measure behavioral (in)competence, which is reliable and valid (.91). Findings from this study show that leaders' behaviors (33-23%) are more predictive of a positive or negative work climate than DE&I infrastructures (10-14%) and may be a contributing factor to racial disparities in patient care. Findings were disseminated to participating hospital's executives across southeast Michigan. Intrigued by statistically significant correlations between unethical leaders, interpersonal aggression, social identity biases, and errors, Myers searched for then created an elegant, multi-purpose solution to improve leadership capabilities -- Strategic Curiosity®.

Strategic Curiosity®: Translating Research to Practice

Myers defines Strategic Curiosity® as purposeful inquiry and exploration in pursuit of business goals. This 5-module professional development curriculum integrates management theory, cognitive neuroscience research, and the liberal arts to: 1) facilitate successful transitions to leadership; 2) refine leadership and interpersonal capabilities; 3) equip leaders to take reflective actions; and 4) improve overall performance. A customizable framework, Strategic Curiosity® is now central to Myers consulting and executive coaching practice (on-site & on-line). www.valeriemys.org/strategic-curiosity

Publications

Under Peer Review

Myers, V.L. (2024). Leading with Metamorphic Power: A Catalyst for Business and Social Progress.

Research in Progress

Myers, V.L. Callings & Inclusive Talent Development: A qualitative study of African American C-suite executives, their allies, and factors that influenced their professional ascent and view of calling.

Books, Book Chapters, & Business Cases

1. Myers, V.L. (2023). Joseph's Calling to Leadership. Business Case Study & Teaching Note, 10th Anniversary edition.
2. Myers, V.L. (2021) Inspiring Inclusion: What is the evidence for a faith-based approach to leadership development. A chapter in *Blessed Are Those Who Ask the Questions* (Goosby-Smith, J. and Renswloe, E.D. Editors). A volume in the series: Contemporary Perspectives in Management Spirituality and Religion. Charlotte, NC: Information Age Publishing, p71-93.
3. Myers, V.L. (2015). Diversity Ideologies in Action: Energizing Renewal and Excellence in Healthcare. A chapter in KD Elsbach, A.B. Kayes and D.C. Kayes, eds., *Contemporary Organizational Behavior: From Ideas to Action*, Prentice Hall, p419.
4. Myers, V.L. (2013). The Power of a Calling: Insights from Joseph's Journey – Parts A, B & C. Business Case Study, William Davidson Institute – University of Michigan.
5. Myers, V.L. (2013) *Conversations about Calling: Advancing Management Perspectives*. Routledge/Taylor and Francis (Management Press).
6. PD Jacobson, V Myers, JG Calhoun, and JE Platt (2012). Examining the Structure and Sustainability of Health Care Safety Net Services, in MA Hall and S Rosenbaum, eds., *The Health Care Safety Net*, Rutgers University Press.
7. Myers, V.L. (2011). Calling and Talent Development: Not Your Average Working Joe. Business Case Study, William Davidson Institute– University of Michigan. (Revised in 2013, in conjunction with book release.)
8. Myers, V.L. & Wooten, L.P (2011). Generative Change in Health Care Organizations: Co-Creating Health To Reduce Health Disparities, in J. Dutton and K. Golden-Biddle eds., *Exploring Positive Social Change and Organizations*, Routledge-Taylor Francis Press.

Peer Reviewed Publications

1. Myers, V.L. & Wooten, L.P (2009). The Transformational Power of a Mission Driven Strategy: Extraordinary Diversity Practices & Quality of Care in a Multi-State Healthcare System. *Organization Dynamics*, 38 (4):297-304.
2. Myers, V.L. (2009). Pilot of a Diversity Leadership Competency Course for graduate students in healthcare administration. *Journal of Health Administration Education*, 24 (4):273-300.
3. Myers, V.L. and Dreachslin, J.L. (2007). Recruitment and Retention of a Diverse Workforce: Challenge and Opportunity *Journal of Healthcare Management*, 52(5), 290.
4. Dreachslin, J.L. and Myers, V.L. (2007). A Systems Approach to Culturally Competent and Linguistically Appropriate Care. *Journal of Healthcare Management*, 52(4), 220.
5. Myers, V.L. (2005). Black Church Culture, Social Programs & Faith-based Policy: Using Organization Theory to Reconcile Rhetoric and Reality. *African American Research Perspectives*, 11 (1): 116-138. (National Congregation Study National Data Set.)
6. Mattis, J. S., Beckham, W., Saunders, B., Williams, J., McAllister, D., Myers, V., Knight, D., Rencher, D., & Dixon, C. (2004). Who will volunteer? Religiosity, everyday racism and social participation among African American men. *Journal of Adult Development*.
7. Myers, V. L. (2003). An Interdisciplinary Analysis of Faith-based Human Services: Identifying Latent Organizational, Social and Psychological Processes. *Doctoral Dissertation, University of Michigan*. Committee Members: Jerry Davis, Christopher Peterson, Robert Taylor, Kris Siefert, James Jackson.

Research, Technical & Practitioner Publications

Myers, V.L., (2022) *Inclusive Leaders in Action*. This series features historic, inclusive business leaders as exemplars of management practices, a digital series created for AACUC.

1. [Purpose of the Series](#)
2. Policy & Poetry Drive Systemic Change: Gouverneur Morris
3. Cultivating Equality: Care About & Care For, Nicholas Longworth
4. Desjardins & the Power of Different Perspectives: Alphonse & Dorimène Desjardins
5. America's Lively Experiment: Religious Freedom & Solomon Etting
6. Sea legs, Sight Lines & Social Change: Robert Reed Church
7. How Inclusive Leaders Move Mountains to Create Meaningful Change published by CU Insights
<https://www.cuinsight.com/how-inclusive-leaders-move-mountains-to-create-meaningful-social-change/>

Myers, V.L., Griffith, J.R., Banaszak-Holl, J., Raghunathan, T., Wooten, L.P., Zhu, J. (2016). Organizational Climate and Diversity Management in Southeast Michigan Hospitals. Research Report. Study funded by the Blue Cross Blue Shield of Michigan Foundation. https://sph.umich.edu/glc/news/pdf/UnivOfMichiganHospitalStudy_FINALREPORTOct2016.pdf

Myers, V.L., Wooten, L.P., Banaszak-Holl, J., Griffith, J.R. (2011). Analyzing Diversity Management Practices in Southeast Michigan Hospitals. Final Report to the Blue Cross Blue Shield of Michigan Foundation.

Jacobson, P.D., Myers, V.L., Calhoun, J.G. and Platt, J.E. (2011). Operational and Organizational Efficiencies in Michigan's Health Care Safety Net Organizations, Final Project Report to the University of Michigan's Center for Healthcare Research & Transformation.

Wallace, J.W., Myers, V.M. & Osai, E. (2004). Faith Matters: Race/Ethnicity, Religion and Substance Use in America." Baltimore: Annie E. Casey Foundation Press.

Wallace, J.W., Myers, V.M. & Holley, J. (2004). Holistic Faith-based Development: Toward a Conceptual Framework. 2004 Spring Research Forum Working Papers. Roundtable on Religion and Social Welfare Policy. *Rockefeller Institute of Government and Pew Charitable Trusts*.

Myers, V. L. (2003) Planning and Evaluating Faith-based Interventions: Closing the Theory-Practice Divide. The Role of Faith-based Organizations in the Social Welfare System – 2003 Spring Research Forum Working Papers. Independent Sector and the Roundtable on Religion and Social Welfare Policy. Sponsored by the Rockefeller Institute of Government and Independent Sector: Washington, D.C.

Myers, V. L., Morgan, L. M., & Wrzesniewski, A. E. (2000). "The Relationship Between Meanings of Work and Subjective Well-being: Does the Significance of Work Matter More than its Symbolism." *Blue Cross Blue Shield Foundation of Michigan*.

Myers, V. L., & Wallace, J. M. (1999). *From Theory to Reality: Case Studies of Faith-based Development in Action*. People of Faith Partnering to Build Bridges: Detroit's Faith-based Network, p23-57.

Wallace, J. M. & Myers, V. L., Editors. (1999). People of Faith Partnering to Build Bridges: Detroit's Faith-based Network.

Wallace, J. M. & Myers, V. L. (1999). *A Theoretical Model for Holistic Faith-based Development*. People of Faith Partnering to Build Bridges: Detroit's Faith-based Network, p17-22.

Wallace, J. M. & Myers, V. L., (1999). *True Empowerment Zones: Faith-based Development in the African American Community*. People of Faith Partnering to Build Bridges: Detroit's Faith-based Network, p69-70.

Wallace, J. M. & Myers, V. L., (1999). *Churches as Catalysts for Change*. People of Faith Partnering to Build Bridges: Detroit's Faith-based Network, p7-10.

Myers, V. L. (1998). *Project Zero Phase 3: Warren Baseline Survey Data Report and Greydale Baseline Survey Data Report*. State of Michigan Policy Division Report.

Myers, V. L. (1997). *Project Zero Phase 1: Mental Health Survey Report*. State of Michigan Policy Division Report.

Myers, V. L. (1997). *Project Zero Phase 1: Who Are the People Without Earned Income?* State of Michigan Policy Division Report.

Wallace, J. M. & Myers, V. L. (1996). *True Empowerment Zones*. Michigan Chronicle, October 30-November 5, 1996. p1-2.

Presentations

Peer Reviewed, Abstracted Papers & Presentations

Myers, V.L.(2013). The Calling to Leadership. Vocation of the Business Leader Conference, Seattle University - Seattle, Washington (Oct).

Myers, V.L. & Wooten, L.P. (2010). New Directions in Health Care Diversity Management Research: Daring to Care and Transform Practice." Co-conveners of symposium at and presentation for the Academy of Management Annual Conference, co-sponsored by the Healthcare Management Division and the Gender & Diversity in Organizations Division – Montreal, Canada (August).

Myers, V.L. (2010). Organizational Climate and Psychological Safety in Southeast Michigan Hospitals. Paper accepted for a presentation session at the Academy of Management Annual Conference, Management, Spirituality and Religion Division – Montreal, Canada (August).

Myers, V.L. (2009) What Did Weber Say?: A Comprehensive Materialization of his Implicit Theory of Calling. Paper accepted for a presentation session at the Academy of Management Annual Conference, Management, Spirituality and Religion Division – Chicago, IL (August).

Myers, V.L. & Wooten, L.P. (2009) Dimensionalizing Diversity in Healthcare: A Qualitative Analysis of the Nation's Top 101 Hospitals. Paper accepted for a poster presentation at the Academy of Management Annual Conference, Healthcare Management Division – Chicago, IL (August).

Myers, V.L. (2009). Diversity: Raising the Bar. National Association of Minority Medical Educators Conference. Indianapolis, IN (April).

Myers, V.L. & Wooten, L.P. (2008) The Intersection of Cyber-Diversity & Healthcare Quality: A Qualitative Analysis of Institutionalized Practices of the Nation's Leading Hospitals". Paper accepted for a poster presentation at the Diversity Rx Conference. Minneapolis, MN (October).

Myers, V.L. (2007). An Ontology of Calling: Examining Mechanisms and the Transcendent Possibilities of Work Orientation Theory. *Critical Management Studies Conference Proceedings*. Manchester Business School – Manchester, England.

Banaszak-Holl, J., Myers, V.L. & Kolodgy, M.(2006). Values and culture in US nursing homes: A critical review. Paper presented as part of symposium to the *Gerontological Society of America* annual meeting, Dallas, TX, November 2006.

Myers, V.L. (2006). Cultivating Calling: A Faith-based Approach to Work Orientation and Spirituality at Work. Symposium at the *Society of Industrial Organizational Psychologists* Annual Conference, Dallas, Texas (May).

Myers, V.L. (2005). "Improving the Work Environment for Health Care Employees & the Effects on Organizational Performance." Discussant for the *Academy of Management* conference – Honolulu, Hawaii (August).

Myers, V. L. (2003). A Review of Faith-based Research: Assembling Pieces to Advance Practice. "Expanding Behavioral Health Services for Underserved Populations By Harnessing Faith-Based and Community Resources" Conference. Lincoln, Nebraska. (June.)

Myers, V. L. (2003) Planning and Evaluating Faith-based Interventions. *Department of Health and Human Services, Administration for Children and Families*, Welfare Reform Evaluation Conference, Washington, D.C. (May).

Myers, V. L. (2003) Planning and Evaluating Faith-based Interventions: Closing the Theory-Practice Divide. *Independent Sector Conference* Spring Research Forum: The Role of Faith-based Organizations in the Social Welfare System. Competition hosted by the Rockefeller Institute, Washington, D.C. (February).

Myers, V. L., Morgan, L. M., & Wrzesniewski, A. E. (1999). Calling and Coping: The Relationship between Work Orientation and Well-Being. *American Psychological Association Annual Conference* "Focus on Science Extended Poster Session: Psychology in the Workplace." Boston, MA.

Myers, Valerie L. (1998). Barriers and Bridges in Welfare to Work. Eleventh Annual *Michigan Public Management Institute Conference*. Lansing, MI.

Invited Presentations

Myers, V.L. (2023). Democracy Is Inclusion: How Exemplary Leaders Drive Performance & Create Civil Society. Ross School of Business Virtual Alumni Event, February.

Myers, V.L. (2022). Inclusive Leaders in Action. African American Credit Union Coalition, Chairman Circle and Corporate Partners Reception for fellow and series launch (Jan, Virtual).

Myers, V.L. (2021). What's going on? Managing with Mindfulness. Guest Speaker for African American Credit Union Coalition's Commitment to Change (Nov, Virtual).

Myers, V.L. (2021). New Directions in Inclusive Leadership. Guest Speaker for African American Credit Union Coalition's Annual Conference (Aug, Virtual).

Myers, V.L. (2021). Juneteenth & Independence Day Intersectionality. Guest Panelist with Bill Cheney, CEO Schools First Credit Union, Allie Braswell VP of DE&I VyStar Credit Union, and Kevin Martin VP of Effectiveness & Strategy Schools First Credit Union. African American Credit Union Coalition Annual Conference (June, Virtual).

Myers, V.L. (March, 2020). Guest Panelist for Rackham Diversity, Equity & Inclusion Certificate Program. Rackham Graduate School, University of Michigan; Ann Arbor, MI.

Myers, V.L. (Feb 2020). (Mis)Education About Calling. Interactive learning presentation for Diversity Week, co-hosted by Christian MBA and Black MBA student groups of the Ross School of Business, University of Michigan; Ann Arbor, MI.

Myers, V.L. (Nov, 2019). Strategic Curiosity & Engineers of the 4th Industrial Revolution. Keynote Address for Chi Epsilon, Civil Engineering Honor Society, College of Engineering, University of Michigan; Ann Arbor, MI.

Myers, V.L. (June 2019). Strategic Curiosity Creates Insightful Leaders & High Performing Organizations. Altarum Institute, Quarterly Board Meeting, Dearborn, MI.

Myers, V.L. (June 2018). Lead & Navigate Change: Designing Effective Programs. National Arts Strategies, Change Network Leadership Convenings in North Dakota and South Dakota.

Myers, V.L. (Oct, 2017). Science and Art of Inclusive Leadership. Blue Cross Blue Shield, Leaders' Learning Lab. Detroit, MI.

Myers, V.L. (Oct, 2017). Organizational Climate, Diversity & Curiosity in Michigan Hospitals. Crain's Detroit Healthcare Summit, Detroit, MI.

Myers, V.L. (Sept. 2017). Strategic Curiosity. Delta Dental Insurance Leadership Retreat, Detroit, MI.

Myers, V.L. (August, 2017). Strategic Curiosity: A Catalyst for Inclusive and Effective Organizations. Covenant Community Care, Detroit, MI.

Myers, V.L. (June, 2017). Strategic Curiosity: A Catalyst for Inclusive and Effective Organizations. Greater Detroit Area Health Council Annual Board Meeting, Bingham Farms, MI.

Myers, V.L. (May, 2017). Insights into the Work Climate of Southeast Michigan Hospitals. Greater Detroit Area Health Council, Bingham Farms, MI.

Myers, V.L. (May 2017). The Science + Art of Inclusive Leadership. Hosted for local healthcare executives at the Ross School of Business, Ann Arbor, MI.

Myers, V.L. (December, 2016). The Art of Positive Regard. University of Michigan Health System & Medical School Leadership Day.

Myers, V.L. (December, 2016). The Power of Leaders to Create Positive, High Performance Cultures (Keynote). University of Michigan Health System & Medical School Leadership Day.

Myers, V.L. (October, 2016). Behave Yourself: Insights about Diversity & Work Climate in Local Hospitals. Inforum HealthcareNext. Farmington Hills, MI.

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Invited Presentations con't.

Myers, V.L. (October, 2015). Conversations About Calling: Advancing the Discourse with Research in Healthcare. Center for Positive Organizational Scholarship, University of Michigan, Ann Arbor.

Myers, V.L. (November, 2014). Specialists with Spirit: A Calling to Strengthen the Healthcare System. Philadelphia Department of Public Health - Philadelphia, PA.

Myers, V.L. (2014). Realize the Power of a Calling: How a calling enhances performance, profitability and more. The American Business Women's Association, Ann Arbor Chapter (March).

Myers, V.L. (2013) Diagnosing Rankism in the Professions. College of Engineering Expect Respect Series, University of Michigan, Ann Arbor, MI (Mar).

Myers, V.L. (2012) Recognizing Rankism, Rewarding Positive Regard. Keynote Speaker for Blue Cross Blue Shield of Michigan's Annual Expo, Detroit, MI (Aug).

Myers, V.L. (2012) Live Your Calling. Keynote Speaker- Marygrove College, Annual Master in the Art of Teaching Mentor Conference, Detroit, MI (Aug).

Myers, V.L. (2012) Diagnosing Rankism: Measuring and Improving Intimidating Behaviors at Work. Keynote Speaker Michigan Diversity Council Annual Meeting, Ann Arbor, MI (May).

Myers, V.L. (2012) Diagnosing Rankism: Improving Behavioral Competencies in Healthcare. Keynote Speaker for the Greater Detroit Area Health Council Meeting, Detroit, MI (Feb).

Myers, V.L. (2011) Not Your Average Joe: Calling and Talent Development. Intervarsity Christian Fellowship – Black Scholars and Professional's Association, Ann Arbor, MI (Nov).

Myers, V.L. (2011) Rankism in Healthcare: An Empirical Study of Michigan Hospitals. University of Michigan Health System. Ann Arbor, MI (Nov).

Myers, V.L. (2010). Calling, Christianity & Organizational Performance. Keynote Speaker for Interdisciplinary Symposium. Calvin College, Grand Rapids, MI (March)

Myers, V.L. (2010). Discover and Live Your Calling. Guest speaker and workshop facilitator at the Women Faculty of Color Task Force Annual Conference. University of Michigan, Ann Arbor (March).

Myers, V.L. (2010). Diversity Management & Talent Development for Healthcare Executives. Simmons College, Certificate in Diversity Management Program (Executive Education).

Myers, V.L. (2009). Diversity Management as Preventive Intervention in Healthcare. Guest Lecturer for Doctoral Symposium. School of Social Work, University of Michigan – Ann Arbor.

Myers, V.L. (2009). Discover & Live Your Calling. Guest lecturer for Ross Business School Executive Education and Positive Organizational Scholarship's Booster Shot Series- Ann Arbor, Michigan (June).

Myers, V.L. (2009). Living Your Calling. Keynote speaker for Coram Deo Christian Business School Students. Ross Business School - Ann Arbor, Michigan (April).

Myers, V.L. (2009). Diversity: Raising the Bar in Healthcare. Keynote speaker and panelist for the National Association for Minority Medical Educators Conference. Indianapolis, IN. (April).

Myers, V.L. (2008). Weber's Warning and the Unexamined Positive Consequences of a Sacred Calling Toward Work. Positive Organizational Scholarship Conference, Ross Business School. Ann Arbor Michigan (December).

Myers,V.L. (2006). Implications of the Michigan "Civil Rights Initiative" to end Affirmative Action for Women in Healthcare and Patients. *Michigan Women's Summit: What's at Stake for Michigan Families*. Panelists/Speakers: Governor Jennifer Granholm, Senator Debbie Stabenow, Senator Laura Toy, Vernice Davis Anthony, CEO Greater Detroit Area Health Council; Cheryl Johnson, President Michigan Nurses Association and United American Nurses;

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Myers, V.L. (2006). Cultural Competence versus Diversity Management Education. Panelist for the *National Association for Health Services Executives*, Detroit Chapter conference on "Cultural Competency: Education, Provision and Management" (June).

Myers, V.L. (2006). *Ann Arbor News Editorial Board Interview* regarding Michigan Civil Rights Initiative.

Myers, V.L. (2005). Six Days Shalt Thou Labor: A Biblical Approach to Flourishing at Work. Guest speaker at *St. Stephens A.M.E. Church*, Laity/Lay Day Services: Detroit, MI. (February)

Myers, V. L. (2003). Faith-based Interventions in African American Communities. 17th Annual *PHSAD Minority Public Health Conference*. University of Michigan, Ann Arbor, MI. (April)

Myers, V. L. (2002). 6 Days Shalt Thou Labor: Constructing Theory for Engaging the Spirit at Work. Organizational Psychology Department, University of Michigan, Ann Arbor, MI.(November)

Myers, V. L. (2002). Help-Seeking Preferences of African American Welfare Recipients: Implications for Faith-based Social Services. Religion In Black and White America Conference. University of Michigan, Ann Arbor, MI. (June)

Myers, V. L. (2001). Faith-based Interventions: Closing the Knowing-Doing Gap. Religion In Black and White America Conference. University of Michigan, Ann Arbor, MI.(June)

Myers, V.L. (2001). Fundamentals of Faith-based Program Development. Invited Panelist for the "Forum on Faith-based Initiatives" 15th Congressional District, hosted by Representative Kilpatrick, Detroit, Michigan. (May)

Myers, V.L. (2001) "Help-Seeking Theory: Explicating Patterns & Advancing Practice in an Era of Faith-based Initiatives." Guest Lecturer for Faith-based Community Development - School of Social Work & Department of Organizational Psychology, University of Michigan, Ann Arbor, MI.

Myers, V.L. and Morgan, L. (1998). Job getting, keeping and advancing: theoretical implications for welfare reform and organizational psychology. University of Michigan – Organizational Psychology Department, Ann Arbor, MI.

Myers, V. L. (1997 & 1998). Mental Health Outcomes of Wayne County Long-term Welfare Recipients. State of Michigan Family Independence Agency, Lansing Michigan.

Research Funding Awards

2012	Analyzing Rankism and Behavioral Competencies in Southeast Michigan Hospitals. Funder: Blue Cross Blue Shield Foundation of Michigan. \$48,256 . Myers, V.L. Principal Investigator
2010	Antecedents of Psychological Safety: A Study of Organizational Climate. Walter McNerney Award. \$5000 Myers, V.L. Principal Investigator .
2009-2010	Analyzing Diversity Management Practices in Southeast Michigan Hospitals. Funder: Blue Cross Blue Shield Foundation of Michigan. \$86,000 Myers, V.L. Principal Investigator , Banaszak-Holl,,J., Wooten, L.P., Griffith, J.R., Guire, K.
2008-2010	Enhancing Organizational and Operational Efficiencies in Michigan's Health Care Safety Net Providers. Funder: the Center for Healthcare Research & Transformation. \$224,997 . Jacobson, P.D. Principal Investigator Myers, V.L. Co-Investigator
2008-2009	"Leveraging the Power of Diversity: Global and Domestic Perspectives." Speaker Series Funded in part by the National Center for Institutional Diversity and 29 college co-sponsors across campus \$29,000 . Myers, V.L. Symposium Co-Organizer Wooten, L.P. Symposium Co-Organizer
2005-2006	Managing and Maximizing Difference and Diversity in Healthcare \$7286 Funder: Community-based Public Health Committee – School of Public Health

Courses Taught

2006- Present	University of Michigan, Ross School of Business. (Synchronous & Asynchronous) <ul style="list-style-type: none">• Inclusive Leadership (M&O-605)• Strategic Curiosity (Executive Education)
2021-2022	Dartmouth College Tuck School of Business & Geisel School of Medicine. <ul style="list-style-type: none">• Aligning Systems and People for Excellent Performance. (Executive Education, Synchronous & Asynchronous)
2010	Simmons College, Healthcare Diversity Management - Executive Education, Boston, MA. (Synchronous & Asynchronous)
2007	AVT Institute Executive Education, Diversity Management.
2005	University of Michigan Health System, Radiology Department. Continuing Medical Education. Understanding & Managing Group Dynamics & Diversity. Guest Lecturer.
2003 - 2012	University of Michigan, Department of Health Management & Policy Average Teaching Ratings: 4.7/ 5 <ul style="list-style-type: none">• Understanding Healthcare Organizations (HMP-617)• Analyzing Healthcare Organizations (HMP-616)• Managing & Maximizing Difference & Diversity in Healthcare Organizations (HMP-626)• Organizational Behavior for Healthcare Executives (HMP-656, Exec. Education)• Case Analysis & Competition Preparation (HMP-690)
1999-2000	University of Michigan, Psychology Department Introduction to Organizational Behavior Psych-360

University of Michigan Affiliations: Center for Positive Organizational Scholarship, National Center for Institutional Diversity.

Service

Academic

Preliminary Doctoral Exam Committee Member (2011)– Hyo Geun Geun, School of Nursing. "Asian Foreign-Educated Nurses' retention plans in their first year of employment: Organization and occupation-related experiences"
Hyo Geun Geun, School of Nursing, University of Michigan, Ann Arbor (MI).

Preliminary Doctoral Exam Committee Member (2012) – Gay Landstrom, School of Nursing. The relationship between unit-level safety climate among registered nurses and various nursing-sensitive work environment and patient outcome measures.

Doctoral Dissertation Committee Member (2012) - Hyo Geun Geun, School of Nursing. University of Michigan, Ann Arbor (MI).
Asian Foreign-Educated Nurses' turnover in their first year of U.S. employment:
Based on their organizational experiences

Field

Keynote Speaker for Southeast Michigan Diversity Council's "Group Dynamics of Diversity from Novel Perspectives" (May 2012). Event hosted by the University of Michigan, member organization.

Panelist for Southeast Michigan Diversity Council's "Group Dynamics of Diversity from Novel Perspectives" (May 2011). Event hosted by the University of Michigan, member organization.

Keynote speaker and panelist for National Association of Medical Minority Educators Conference (2009).

Chair of Case Competition Committee; Faculty advisor who and coached three teams to 1st place and one to 2nd place in the Annual Everett Fox Competition of the National Association For Health Services Executives. (2005-2009)

Advisory Board Member of the Griffith Leadership Center for Healthcare. (2005-2009).

Service cont'd.

Community

New Center Commons Association – Board of Directors 2015-2018
Intervarsity Graduate Student Fellowship, Guest Lecturer/Facilitator 2011-2021.
Detroit Institute of Arts' Friends of African and African American Art - Board of Directors, Vice Chair 2010-2015
Guest speaker and educator at various congregations (Episcopal, Baptist and African Methodist Episcopal).

Reviewer for Academic Journals:

Managed Care
Action Research Journal
Journal of Positive Psychology
Journal of Healthcare for the Poor & Uninsured

University of Michigan Service Activities

Reviewer: National Center for Institutional Diversity

Co-organized campus-wide "Leveraging the Power of Diversity" speaker series, Co-sponsored by: School of Public Health and its Department of Health Management and Policy, Ross Business School, Medical School, School of Nursing, School of Dentistry, UMHS (U-M Health System), U-M Human Resources, Division of Kinesiology, Program for Multicultural Health, College of Engineering, Rackham Graduate School, LS&A, School of Social Work, Law School, Ford School of Public Policy, Division of Student Affairs, Office of Academic Multicultural Initiatives

Reviewer for National Center for Institutional Diversity Grant Submissions

Guest Speaker for Coram Deo, Christian Business School Students

Health Disparities Research Program
HMP Case Competition Committee - Chair
HMP Executive Masters Degree Committee

University of Michigan Service Activities

Diversity Task Force – School of Public Health
Griffith Leadership Center Steering Committee
Organization Theory Curriculum Review Committee
NCHL Competencies Demonstration Project
Residential Masters Curriculum Review
Faculty Sponsor of Undergraduate Research Opportunity Program

Memberships

Academy of Management
American Psychological Association
Society of Industrial and Organizational Psychologists
Detroit Study Club Member

Honors & Awards

Corp! Magazine – Business Diversity Award	2017
U.S. Design Patent Award	2017
Corp! Magazine – Individual Diversity Award	2012
Horace H. Rackham Dissertation Fellowship	2002
Blue Cross Blue Shield Foundation of Michigan Fellowship	1999-2000
Moody South Africa Initiative International Exchange Scholar	1999
Africa Business Development Corps Scholar	1999
Horace H. Rackham International Scholar Grant	1999
Horace H. Rackham Merit Fellowship	1997-2000
School of Social Work Merit Scholarship	1996-1997