



Valerie L. Myers, Ph.D.

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Professional Summary

Valerie Myers, Ph.D. is an Organizational Psychologist that uses rigorous research, creativity, and a results-orientation to cultivate leaders worth following. To that end, she facilitates stimulating learning experiences for graduate students and executives; provides uncommon organizational consulting that drives transformation; and discreetly coaches growth-minded executives to strengthen their leadership capabilities. Subject matter expertise includes: 1) Calling as the ultimate form of intrinsic motivation and employee engagement; 2) Inclusive leadership and work climate; 3) Healthcare management; and 4) Strategic Curiosity® as a catalyst for extraordinary performance.

Education

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, Department of Management & Organizations.** (Ann Arbor)
- Lecturer (2013- Present) MBA and Executive Education programs, ranked #10 and #5 respectively (2019)
 - Adjunct Assistant Professor (2006-2012)
- 2003-2012 **University of Michigan, School of Public Health, Department of Health Management & Policy.** (Ann Arbor)
- 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 drives organizational transformation through the strategic alignment of people, processes, and evidence-based solutions. Dynamic public speaker that artfully translates complex research into actionable ideas. Creator of the Strategic Curiosity® framework, which promotes leadership skills, positive relationships, quality, innovation, and competitive advantages. www.valeriemyers.org

Confidential Executive Coach & Educator

- Coaching CFO (\$60B assets) to refine skills and lead organizational change, using Strategic Curiosity® method.
- Successfully coached and educated CEO (\$82M assets) through governing board crisis; helped create diversity infrastructure that yielded 26% increase in diversity in 3 years. Educating senior leadership team using Strategic Curiosity® method.
- Coached incoming academic Dean, conducted situational analysis, led remote survey research team, and facilitated strategy retreat, using Strategic Curiosity® method, to drive renewal of 100-year-old college.

Results-oriented Consultant

Facilitates developmental experiences for leaders and staff to drive change. Positive results include: Cost-saving reorganization of academic medical department; Increased community engagement of non-profit organization; Refined inclusive leadership competency; Devised mission-driven selection criteria and on-boarding process for prestigious non-profit governing board.

Other Professional Employment (continued)

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 lead turnaround of an underperforming Logistics & Finance division of a global automotive supplier (~\$400m division revenue). Successfully overhauled 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 positive 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 and designed national trade exhibitions. Developed marketing innovation that reduced costs, strengthened brand identity, increased functionality, and had a transformative impact on the industry. Earned CEO commendation for role in a multi-million dollar, sole supplier business award.

Research

Origins & Evolution of Scholarship

Myers' primary research focuses on calling as the ultimate form of intrinsic motivation and employee engagement. This work emanates from her interest in spirituality and work, awakened during her corporate career. Her scholarly inquiry presciently preceded the formation of the Management, Spirituality and Religion division of the Academy of Management or rigorous management scholarship about the topic. Of necessity, Myers turned to disciplines exogenous to management, in which faith-based research was established and expanding -- behavioral health and social work. Insights that Myers gleaned from those disciplines are published in her doctoral dissertation *An Interdisciplinary Analysis of Faith-based Human Services: Analyzing Latent Organizational, Social, and Psychological Processes* (University of Michigan). This research was foundational for her future work on calling and in the healthcare field.

Fortuitously, because of Myers 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, Myers expanded her scope of research to include healthcare leadership and diversity management. She's published scholarly insights in *Organizational Dynamics*, the *Journal of Healthcare Management*, the *Journal of Health Administration Education*, numerous book chapters, technical reports and her own management book on calling. An interdisciplinary approach pervades all of Myers' scholarly work, which is connected by the unifying thread of Positive Organizational Scholarship. Through her scholarship and practice, Myers seeks to elevate character, climate and quality in organizations to better serve the common good.

Research Agenda(continued)

Calling, Work Ethic & Intrinsic Motivation

Dubious that finding one's passion inherently translates into quality outcomes or serving the common good, Myers has relentlessly examined calling through her research and practice. Drawing upon faith-based research in behavioral health and social work, she transferred insights to organizational behavior to create a talent development program. Myers was awarded the *Moody International Fellowship* to pilot the program with young adults in Durban South Africa. Continuing her work to advance theory, Myers has presented scholarly insights at 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*. In addition, her speeches and facilitation work for religious congregations, colleges and groups have yielded valuable feedback that enriched the work. Dr. Myers' efforts culminate 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, and high-quality work. In this exhaustive, interdisciplinary literature review, Myers identifies gaps in extant management research, latent conceptual connections across disciplines, and draws upon the historic works of Rev. Richard Baxter and Dorothy Sayers to propose a virtue-based ideal that focuses on quality as the *ultimate* purpose of calling. This 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 www.conversationsaboutcalling.com) Myers authored a companion business case, "*The Power of a Calling: Insights from Joseph's Journey*," which she has used to instruct MBAs, executives and emerging adults in various settings.

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 (2015) and have implications for increasing effortful engagement in secular and religious organizations. Empirical results will be published in Myers project-in-progress, a mass market book series.

Inclusive Leadership and Positive Organizing in Healthcare

Dr. Myers led two research studies of leadership in Michigan healthcare organizations. See www.valeriemyers.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*. The mixed-method study examined management policies and practices, organizational climate, worker perceptions and the influence of positive and 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 reveal insights about non-technical aspects of leadership. In addition, results elucidate mechanisms of unfair treatment and previously unexplained hospital factors that may contribute to racial disparities in patient care. Findings were disseminated to participating hospital's executives across southeast Michigan via a technical report. Intrigued by statistically significant correlations between unethical leaders, interpersonal aggression, social identity biases, and mistakes, Myers searched for and created an elegant, multi-purpose solution that improves overall performance -- Strategic Curiosity®.

Strategic Curiosity®: Translating Research to Practice

Myers defines Strategic Curiosity® as purposeful exploration in pursuit of business goals. This 5-module professional development curriculum integrates management theory, cognitive neuroscience research, and 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.valeriemyers.org/strategic-curiosity

Publications

In Press

1. Myers, V.L. (forthcoming 2020) Inspiring Inclusion: A Case for Faith-based Diversity & Inclusion Interventions. A chapter in *Blessed Are Those Who Ask the Questions* (Goosby-Smith, J. Editor). A volume in the series: Contemporary Perspectives in Management Spirituality and Religion.

In Preparation

1. Myers, V.L. Strategic Curiosity: A Catalyst for Insightful, Inclusive Leaders.
2. Myers, V.L.. That's Curious: A Tale of Two Hospitals and Disparities in Patient Experience.

Books, Book Chapters & Business Cases

1. 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.
2. 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.
3. Myers, V.L. (2013) *Conversations about Calling: Advancing Management Perspectives*. Routledge/Taylor and Francis (Management Press).
4. 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.
5. Myers, V.L. (2011). Calling and Talent Development: Not Your Average Working Joe – Part A. Business Case Study, William Davidson Institute– University of Michigan. (Revised in 2013)
6. 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 Reports & Applied Publications

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 Greendale 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).

Peer Reviewed, Abstracted Papers & Presentations cont'd.

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. (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.

Invited Presentations cont'd.

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.

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)

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Invited Presentations con't.

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 ToyVernice Davis Anthony, CEO Greater Detroit Area Health Council; Cheryl Johnson, President Michigan Nurses Association and United American Nurses;

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.

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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
Myers, V.L. **Developed & Delivered Curriculum**

Courses Taught

- 2006- Present **University of Michigan, Ross School of Business.**
- Strategic Curiosity (Executive Education)
 - Inclusive Leadership (M&O-605)
- 2010 **Simmons College, Healthcare Diversity Management - Executive Education**, Boston, MA.
- 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
- 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.

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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).

Community

New Center Commons Association – Board of Directors 2015-2018

Intersarsity Graduate Student Fellowship, Guest Lecturer/Facilitator 2011-2013.

Detroit Institute of Arts' Friends of African and African American Art - Board of Directors, Vice Chair 2010-2015

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
Business Educators
Society of Industrial and Organizational Psychologists
American Society for Training and Development
Detroit Institute of Arts - Board of Directors & Officer, Friends of African & African American Art
Detroit New Center Commons Condo Association Board 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