

# PEPPERDINE UNIVERSITY

## Graziadio School of Business and Management

### Curriculum Vitae

Carol Sexton

327 Christina Way  
San Luis Obispo, CA 93405  
[csexton@pepperdine.edu](mailto:csexton@pepperdine.edu)

Voice: 805-541-1286  
Fax: 949-606-7076  
Cell: 949-400-0856

#### TEACHING/RESEARCH INTERESTS

Organizational Behavior/Theory, Organizational Change/Development, Business Ethics, Creativity and Innovation, Human Resources (and related topics), Introduction to Management, Organizational/Managerial Communication, Leadership, Personal Development, Strategy, Managerial Consulting

#### EDUCATION

Ph.D., Organizational Behavior/Strategy  
Graduate School of Management, University of California, Irvine, California  
M.B.A., Organizational Design and Development  
California Polytechnic State University, San Luis Obispo, California  
B.A., Major: Psychology; Minors: Theology, Philosophy  
University of Santa Clara, Santa Clara, California

#### PROFESSIONAL EXPERIENCE: TEACHING

Practitioner (full-time), Applied Behavioral Faculty, full time (2004-present)  
Graziadio Graduate School of Business & Management, Pepperdine University  
Undergraduate and Graduate Business Programs

Adjunct Professor, Applied Behavioral Faculty (1997-2004)  
Graziadio Graduate School of Business & Management, Pepperdine University  
Fully Employed and Fulltime MBA/MBFE programs, Undergraduate Business

Visiting Professor. Lecturer & and Executive MBA Workshop Facilitator (1998-2002)  
Graduate School of Management, University of California at Irvine  
Executive, Executive Healthcare, Fully Employed and Fulltime MBA Programs,  
Undergraduate Business

Lecturer, Master of Human Resource Design Program (1997)  
Claremont Graduate School, Claremont, California

Adjunct Professor, Organization Behavior, Leadership (Spring, 1997)  
School of Business, California Lutheran University, Thousand Oaks, CA  
Undergraduate and MBA program

Lecturer, Organizational Behavior, Social Psychology (1998-99)  
California School of Professional Psychology, Alhambra, CA

Senior Lecturer And Coordinator Of Communication Studies (1994-1997)  
Management Department, University Of Otago, Dunedin, New Zealand

## PROFESSIONAL EXPERIENCE: MANAGEMENT

Senior Consultant, Quantum Leaders, Inc. (2004-present)

*Recently joined this nationwide organization which provides consulting services for mid-sized firms seeking to take the next step in growth through new product/service development or acquisition development.*

[www.quantumleaders.com](http://www.quantumleaders.com)

Consultant/Coach, Sexton Consulting Group (2002-present)

*Initiated a management consulting and coaching service for individuals, business managers, and teams specializing in assisting entrepreneurs, start-ups, non-profits and creative services teams in developing skills to start, run and grow a business or career. Focus is on identifying needs and goals, finding appropriate resources to meet the needs, and evaluating effectiveness.*

Admissions Analyst, MBA Admissions, UC Irvine Graduate School of Management (2001-2002)

*Worked with admissions committee to redesign admissions policies and procedures. Developed method to quantify data to produce an overall score, resulting in a variable formula which could be adjusted based on the criteria for the different programs.*

Program Coordinator, Academy of Management, Washington, D.C. (1999-2000)

*Full responsibility for organizing and scheduling annual conference of over 5000 participants. Includes program and website design, scheduling 900 sessions, coordinating 50 division heads; negotiating with three major hotels for space planning, catering, costs; conducted statistical analyses for evaluation purposes.. <http://www.aom.pace.edu/meetings/2000>*

Business Manager/Consultant (1985-Present)

Sexton Design, Sexton/Simpson Design, Sexton Studios, Inc.

*Developed a business plan for start-up of a small graphic design firm. Since 1988 I have functioned as business manager/consultant as the firm moved from sole proprietorship to partnership to corporation in Irvine, California. Corporation has expanded to include managerial consulting services for creative service-oriented professional firms.*

[www.s2design.com](http://www.s2design.com)

Consultant/Field Researcher (1990-1995)

*Worked with faculty at UC Irvine and independently consulting and researching in the areas of communication, self-managed teams. Clients/research sites included Baxter Healthcare, Parker-Hannifin, Hughes Research, Fluor Corporation, Allergan. Skills included interviewing, survey construction and testing, statistical analysis with SPSS.*

Community Arts Manager (1981-1985)

San Luis Obispo County Arts Council

*Head of management and marketing for a set of community non-profit theatres; worked with city and county planning agencies to meet live theatre needs. Increased theatre's revenues by 600% through promotional events, subscription drives. Negotiated a permanent theatre space. Established workshop programs.*

## PROFESSIONAL PRESENTATIONS

How we Work: Developing Conscious Competence in Teams. Presented at the Western Organization and Management Teaching Conference, Malibu, February 2004.

The Knowledge Creation Process: An Experiential Workshop. Presented at the EDINEB International Conference, Newport Beach, June 2000.

Dealing with Gender Effects in the Adult Learning Environment. Workshop presented at the UC Irvine Extension Faculty Conference, April, 1999.

When worlds collide: Why did I ever think I could teach about diversity? Workshop presented at the Twenty-Fifth Organizational Behavior Teaching Conference, University of Laverne, June, 1998

Relational effects of knowledge transfer from academia to managerial practice. Paper presented at Organization Science Winter Conference, Park City, Utah, January, 1997.

Dual commitment and boundary spanning among technical professionals. Paper presented at National Academy of Management Annual Meeting, Cincinnati, Ohio, August, 1996.

Adjusting to unusual jobs: Learning and motivational factors in mode of response. Paper presented at National Academy of Management Annual Meeting, Cincinnati, Ohio, August, 1996.

Communication skills for the entrepreneur. Annual Conference of the National Mutual Life Insurance Company, Dunedin, New Zealand, 1996

Women in academia. Women in Leadership Workshop, University of Otago, Dunedin, New Zealand, 1995.

Sex, power and the classroom: Gender issues in management education. Western Organizational Behavior Teaching Conference, Los Angeles, California, 1993.

External networks of technical professionals: Extending the boundary spanning literature. Paper presented at National Academy of Management Annual Meeting, Atlanta, Georgia, August, 1993.

Emerging vs. developed technology: Toward a multilevel model of technology transfer. Paper presented at Western Academy of Management Annual Meeting, Division of Technology and Innovation Management, Spokane, WA, April, 1992.

Self-managed work teams: TQM at the employee level. Paper presented at Symposium: "New Technology in TQM," International Association of Business Disciplines, Washington D.C., April 1992.

Willing and able (or maybe not): Taking on extra roles. Orange County Association of Employee Transportation Coordinators Meeting, Santa Ana, California, 1992.

## ACADEMIC PAPERS AND PUBLICATIONS

- Mindfulness in problem solving. Under Review, *Journal of Management Education* (2006).
- Creativity and innovation effectiveness. In collaboration with J.B. Lau and A.B. Shani (Eds.) *Behavior in Organizations: An Experiential Approach*. Fifth, Sixth and Eighth Editions, Homewood, IL: Irwin Publishing Company, 1991, 1996, 2004.
- Book Review: *Psychological Contracts in Organizations* by Denise Rousseau. In *New Zealand Journal of Industrial Relations*, vol. 21, (1), 1996, 102-103.
- Dual commitment and boundary spanning in high technology organizations. Unpublished Dissertation, Irvine, California, 1995. Dissertation Committee: Paul Olk, Lyman Porter, Newton Margulies.
- Self-managed work teams: TQM technology at the employee level. *Journal of Organizational Change Management*, Vol. 7, No. 2, 1994.
- Myths and misconceptions about the dynamics of innovation. *National Productivity Review*, 10, (1), 1991, 75-84 (with A.B. Shani).
- Comparative management: A sociotechnical system-based framework. *International Journal of Management*, vol. 7, (3), 1991, 280-294 (with A.B. Shani).

## PROFESSIONAL AND SERVICE MEMBERSHIPS AND ACTIVITIES

- American Institute of Graphic Designers, Orange County Board Advisor  
Association of Professional Consultants, Orange County Chapter  
American Society of Trainers & Developers, OC Chapter, Co-Chair, Community Service Committee  
Academy of Management  
Organizational Behavior Teaching Society  
Pepperdine University Master's In Organizational Development Faculty Advisor  
Working Wardrobes Success Coach

## ACADEMIC REFERENCES

- Edward Rockey, Ph.D.  
Graziadio School of Business and Management  
Pepperdine University Plaza, 6100 Culver City, CA 90004  
[erockey@pepperdine.edu](mailto:erockey@pepperdine.edu)
- Paul Olk, Ph.D.  
Denver University  
1001 East Bayaud Avenue, #1607, Denver, CO 80209  
[pmolk@du.edu](mailto:pmolk@du.edu)
- Jone Pearce, Ph.D.  
Professor, Graduate School of Management  
University of California, Irvine, CA 92697  
[jlpearce@uci.edu](mailto:jlpearce@uci.edu)
- Ralph Stablein, Ph.D.  
Professor, Management Department  
Massey University, Palmerston North, New Zealand  
[r.stablein@massey.ac.nz](mailto:r.stablein@massey.ac.nz)
- A.B. (Rami) Shani, Ph.D.  
Professor, Management Department  
California Polytechnic State University, San Luis Obispo  
[ashani@calpoly.edu](mailto:ashani@calpoly.edu)