

Cris Wildermuth

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Summary

- Associate Professor at Drake University.
- Community Chair, Linked:HR (1M+ members)
- Senior Faculty, Josh Bersin Academy
- Strong interest and experience in educational and training technologies
- Main research interests: Leadership ethics, employee engagement, and international education.
- Fluent and capable of teaching in English, Portuguese, and Spanish.
- Considerable cross-cultural and international consulting experiences; conducted leadership development programs in various countries including Finland, Germany, Portugal, Egypt, Brazil, Argentina, Peru, and Colombia; taught travel seminars in Brazil, Portugal, Spain, and Morocco.

Relevant Work Experience

Associate Professor and Program Leader, Drake University, Master of Science in Leadership Development (2016-present)

Assistant Professor (2010–2016)

- Leading the Master of Science in Leadership Development. Responsible for scheduling, hiring and coaching instructors, conducting program reviews, advising, and recruiting students.
- Graduate courses taught: Capstone Experience/Research, Analyzing and Communicating with Data, Ethics and Leadership, Learning and Technology, Organizational Development & Leading Change, Global Leadership, Personality and Leadership, Understanding Self and Others, Designing & Facilitating Learning, and Needs Analysis/Evaluation.
- Undergraduate courses taught: Ethics, Leadership, and the Game of Thrones, Leadership, Personality, and the Hunger Games; Designing Learning Interventions; Global Leadership (January Term Travel Seminar to Brazil); Global Leadership: The History and Culture of the Iberian Peninsula (January Term Travel Seminar to Spain and Portugal); Global Citizenship (January Term Travel Seminar to Spain, Portugal, and Morocco); Human Resource Management.
- Investigated program alignment with key competencies and developed program competency model.
- Obtained and renewed SHRM's (Society for Human Resources Management) Acknowledgement of Alignment with its Body of Knowledge. The process involved closely examining the SHRM Recommended Curriculum, proposing (and securing approval for) new courses and course objectives, and writing a proposal.
- University Service: Faculty Senator (2019-2020). Served on the following university committees: Academic Freedom and Tenure (currently); COLD (Committee of Leadership Development), Academic Hearing Panel, Violence Prevention, Global, and CITO Search Committee (ad-hoc). Served on the following School of Education committees: Promotion and Tenure, Grievances (currently); Diversity, Technology, and Assessment. Chaired the Women and Leadership committee and launched the first Women and Leadership Symposium at Drake University.

Community Chair, Linked:HR and The Leader Campus® (2008 – 2014; 2019 – present)

- Responsible for the leadership and content curation for the group.
- Serving as the “face of the group,” sharing announcements, blogs, and videos (see <https://www.linkedhr.com/drwildermuthblog> and <https://www.youtube.com/drcriswildermuth>), and critical information with the members.

Instructor, Wright State University, Organizational Leadership (2008 – 2010)

- Courses taught included Developing Leadership Capacity (graduate course); Organizational Leadership, Adaptive Leadership, Needs Analysis, and Capstone Research (undergraduate courses).
- Co-developed and facilitated with fellow instructor B. Kraner “The Leadership Academy,” a leadership development program for full-time faculty and staff at the College of Education.

Executive Partner, The Effectiveness Group, LLC (2000 – present)

- Developed and facilitated leadership and diversity programs (face-to-face and online) to major international organizations such as Nokia, Nokia Siemens Networks, Wal-Mart, Price Waterhouse Coopers, and Deutsche Bank.

Education

Bowling Green State University, Bowling Green, OH – Doctor of Education, Leadership Studies (December 2008)

- Dissertation: “Engaged to Serve: The Relationship between Employee Engagement and the Personality of Human Services Professionals”

The Ohio State University, Columbus, OH – Master of Arts, Vocal Pedagogy (December 1997)

- Master’s project: “The Portuguese IPA Version of the Bacchianas Brasileiras”

Bowling Green State University, Bowling Green, OH – Master of Education, Career and Technology Education / Training and Development (August 1994)

- Master’s thesis: “Intercultural Preparation for Study Abroad: A Descriptive Study of Four Models”

Pontifícia Universidade Católica (PUC), Rio de Janeiro, Brazil – B.A. – History (July 1985)

Publications

Peer Reviewed Journal Articles

- De Mello e Souza, C., & Wildermuth, C. (2019). Up close and friendly: A study of compassion and favoritism by human resource professionals. *Drake Management Review*, 8(1-2), 14-33. Retrieved from <http://faculty.cbpa.drake.edu/dmr/0812/DMR081202R.pdf>.
- Phillips, K. L., & Wildermuth, C. de-Mello-E.-Souza. (2019). Condoning free loafers: What do role, care, and justice have to do with it? *Journal of Academic Ethics*, 17(2), 131-150.
- Wildermuth, C., de Mello-e-Souza, C., & Kozitza, T. (2017) Circles of ethics: The impact of psychological proximity on moral reasoning. *Journal of Business Ethics*, 140(1), 17-42.
- Wildermuth, C., Smith-Bright, E., Noll-Wilson, S., & Fink, A. (2015). Walking the razor’s edge: Risks and rewards for students and faculty adopting case in point teaching and learning. *Journal of Leadership Education*, 14(2), 30-50.

- Wildermuth, C., Vaughan, A., & Christo-Baker, E. (2013). A path to passion: Connecting personality, psychological conditions, and emotional engagement. *Journal of Psychological Issues In Organizational Culture*, 3(4), 18. doi:10.1002/jpoc.21082
- Christo-Baker, E. A., & Wildermuth, C. (2012). A portrait of HR: The personality traits of HR professionals. *Journal of the North American Management Society* 6(1/2).
- Litten, J. P., Vaughan, A. G., & Wildermuth, C. (2011). The fabric of engagement: The engagement and personality of managers and professionals in human and developmental disability services. *Journal of Social Work in Disability & Rehabilitation*, 10(3), 189-210.

Editor-Reviewed Journal or Professional Magazine Articles

- Malone, D., & Wildermuth, C. (2015, Winter). Losing the light in your eyes: Pinpointing the moment of disengagement. *Certified*, 8-11.
- Fowler, M., & Wildermuth, C. (2014, Winter). The limits of justice. Do personality and closeness have an impact on the decisions we make? *Certified*, 62-68.
- Wildermuth, C. (2015, Spring). How to disengage your employees in seven easy lessons. *HRCI Certified*, 11-14.
- Barney, K. & Wildermuth, C. (2013, Summer). The personal side of flow. *Certified*, 85-89.
- Ehrig, L., & Wildermuth, C. (2013, Winter). Decoding strategic thinking for HR professionals. *Certified*, 58-61.
- Wildermuth, C. (2012, June). I wish I knew: HR professionals give advice to their younger selves. *Certified*, 43-46, 67.
- Wildermuth, C., & Wildermuth, M. O. (2011). Seeking common ground: An alternative diversity training paradigm. *Industrial and Commercial Training*, 43(5), 283-290.
- Wildermuth, C., & Pauken, P. (2008). A perfect match: decoding employee engagement. Part I: Engaging cultures and leaders. *Industrial & Commercial Training*, 40 (2/3), 122-128.
- Wildermuth, C., & Wildermuth, M. (2008). 10 Ms of employee engagement. *T+D*, 62(1), 50-53.
- Wildermuth, C., & Wildermuth, M. (2006). Beyond rule following: Decoding leadership ethics. *Industrial & Commercial Training*, 38(6/7), 297-301.
- Wildermuth, C. (2005). The effect of personality on international assignment success, *Worldwide Employment Relocation Council Mobility Magazine*, 26(12), 44-52.
- Kamin, M., Wildermuth, C., & Collins, R. (2003). *Diversity programs that work*. Alexandria, VA: ASTD Press.

Book Chapters or Books

- Igbokwe, N., Smith, S., Hart, C., Hergert, E., Reter, E., Wildermuth, M., Bouda, Ry., Phillips, T., & Wildermuth, C. (2020). Monsters Inc.: Toxic leadership and engagement. In L. Morris and W. Edmonds (Eds.), *When leadership fails: Individual, group and organizational lessons from the worst workplace experiences*. (in press, to be published April 27, 2021).
- Wildermuth, C. (2010). The personal side of engagement: The influence of personality factors. In S. Albrecht (Ed.), *Handbook of employee engagement: Perspectives, issues, research and practice* (197-208). Cheltenham, U.K.: Edward Elgar Publishing Ltd.
- Wildermuth, C., & Gray, S. (2005). *Diversity training*. Alexandria, VA: ASTD Press.

Select Presentations

2021

- A Game of Morals: Teaching an Ethics Course Virtually in the World of Westeros. Games-Based Learning Virtual Conference (2021)
- Anything can be a Game (Virtual Workshop). Central Iowa Association for Talent Development, co-presented with Marguerite Wildermuth (2021). Also presented in a virtual world (Roomkey), see the recording here: <https://bit.ly/AnythingCanBeAGameRoomKey>
- Tech Talk Series: Virtual Workshops on Technology (2021). Recordings available at <https://www.youtube.com/drcriswildermuth>

2020

- Can you Trust your Evaluation Results? A Quick Review of Biases, Round Table Discussion, Association for Talent Development Central Iowa Professional Development Day (2020).
- Ethical Reasoning and Fiction: Using Movies, Books, and TV Series in Ethics Education, Virtual Round Table Discussion, International Leadership Association Conference (2020).
- Expanding the Scope of Scholarship, Panel Presentation, International Leadership Association Conference (2020).

2018-2019

- Weaving Inclusion and Diversity into Corporate DNA for Organizational Wellbeing: Experts' Perspectives, International Leadership Association Conference Panel (2019).
- Courage and the HR Professional - An International Research Study, International Leadership Association Conference (2019).
- Towards Acceptance: Effective Intercultural Development Practices, Society for Human Resource Management Iowa Conference (2019).
- Towards Ethical Maturity: Connecting Theory, Self-Awareness, and Practice in Ethics Courses, International Leadership Association Annual Conference (2018).

2013-2017

- The Role of Reason: Managerial Status, Proximity, and Moral Decision Making, International Leadership Association Annual Conference (2017).
- The Role of Reason when Managerial Ethical Decisions Involve Friendships and Feelings of Empathy, Academy of Management Annual Meeting (2017).
- Slow Down: Ethical Decisions in Times of Change and Turmoil, Iowa Community Colleges Student Services Association (2017).
- The Personal Side of Advising: Understanding the Big Five, Iowa Academic Advising Network Conference (2016).
- The Role of Disequilibrium in Preparing Leaders who can Lead Across Boundaries and Generations, International Leadership Association, Barcelona International Leadership Association Conference (Panel Discussion, 2015).

- “When Care and Justice Collide: Choice Difficulty, Ambiguity, and the Role of Reason in Proximity-induced Moral Tradeoffs,” with Carlos de Mello-e-Souza, Drake University’s Humanities Center Colloquium (2015).
- “Circles of Ethics: The Effect of Gender and Executive Status on Moral Reasoning as Moderated by Proximity and Mediated by Personality,” Albers School of Business and Economics, Seattle University (2014).
- “Decoding Innovation,” Iowa SHRM Conference (2014).
- “Proximity Ethics,” Iowa Rehabilitation Association “Brag & Steal” Conference (2014).
- “Decoding Leadership Change” HCM World Oracle Conference (2014).
- “Adaptive Leadership, Inclusion, and Change,” Iowa SHRM Conference (2013).

2012 and earlier

- “Out of the Box: Introducing Conversivity®,” Cedar Valley SHRM (2012).
- “The 10 Ms of Engagement” and “Circles of Ethics,” Iowa SHRM State Conference (2011).
- “Teaching from the Balcony: An Application of the Case-in-Point Method in an Undergraduate Leadership Course,” Leadership can be Taught Symposium (Round Table Discussion, 2011).
- “The Creative Challenges of Using Adaptive Leadership and Case-in-point Teaching with Undergraduates: Using simulations in the Application of the case in Point method to Teach Adaptive leadership,” International Leadership Association (co-presented with Dr. Alma Blount, Duke University; and Dr. Linnette Werner, University of Minnesota, 2010).
- “The DNA of Engagement,” American Society for Training and Development International Conference (co-presented with Dr. Patricia Tomei, Associate Professor, PUC, Rio de Janeiro, 2010).
- “The Personal Side of Engagement,” American Society for Training & Development (ASTD) National Conference (2009).
- “Optimizing Human Performance,” Brazilian Society for Training & Development (ABTD) Conference, Santos, Brazil (2008).
- “10 Ms of Engagement,” National American Society for Training & Development (ASTD) Conference (2007).
- “Effective Integrity Leadership Development,” National ASTD Conference (2006).
- “First do no Harm: Avoiding Diversity Landmines,” National SHRM Diversity Conference (2005).
- “Can Vikings Dance the Samba?” Society for Intercultural Training (SIETAR) Conference (2003).

Service to the Profession and the Community

- “Linked:HR” Community Chair (November 2018-currently)
- “The Leader Campus®” Community Chair (September 2017-currently)
- Josh Bersin Academy Senior Faculty (February 2020-currently)
- Board Member, Iowa Brazilian Cultural Center (Vice-President, January 2021-present; Education co-chair, November 2019 – December 2020)
- “HRCI Voices” Community Chair, Human Resource Certification Institute (May 2014 – May 2016).
- Certification Director, SHRM Iowa State Council (January 2011 – 2014).
- President, Lima SHRM (January 2009 – December 2009).
- President, Lima ASTD (2005 - 2006).
- Director of Communications, Dayton chapter of the ASTD (2004 – 2006).