

## **Dawn Chandler, Doctorate of Business Administration**

Assistant Professor of Management

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California Polytechnic State University, San Luis Obispo

Orfalea College of Business

1 Grand Avenue

San Luis Obispo, CA 93407

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### **ACADEMIC EXPERIENCE**

*September 2006*      **California Polytechnic State University, San Luis Obispo**      San Luis Obispo, CA  
*-Present*              Assistant Professor of Management  
Orfalea College of Business

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### **EDUCATIONAL HISTORY**

*September 2006*  
**Boston University**      Boston, MA  
Doctorate of Business Administration, *Major: Organizational Behavior; Minor: Strategic Management.*

*August 1997*      San Jose, CA  
**San Jose State University**, Master's of Business Administration

*August 1993*  
**California State University, Chico**      Chico, CA  
Bachelor's of Business Administration, *Major: Finance*

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### **SPECIAL ACCOMPLISHMENT**

- Twice received *Outstanding Doctoral Student Research Award*, Boston University, School of Management, 2004 & 2006
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### **DISSERTATION**

- *Relational Savvy: Why Some Protégés are More Adept with Developmental Relationships*. Dissertation Defense Date: June 19, 2006. Committee: Kathy Kram, Douglas Tim Hall, Elizabeth Craig

## PUBLICATIONS

### Articles:

1. Chandler, D.E., & Kram, K.E., (2005). *Applying an Adult Development Perspective to Developmental Networks*. Career Development International, Special Edition on Mentoring, 10, 6/7: 548-566.
2. Hall, D.T., & Chandler, D.E. (2005). *Psychological success: When the career is a calling*. Journal of Organizational Behavior, 26, 155-176.
3. Chandler, D.E., & Torbert, W.R. (2003). *Transforming inquiry and action: Interweaving 27 flavors of action research*. Action Research. Volume 1(2): 133-152.

### Book Chapters:

1. Chandler, D.E., & Kram, K.E., (in press). *Mentoring and Developmental Networks in the New Career Context*, forthcoming in the Handbook for Career Studies.
2. Higgins, M.E., Chandler, D.E., & Kram, K.E., *Developmental Initiation and Developmental Networks*. Forthcoming in Ragins, B.R., & Kram, K.E.'s (Eds.), Handbook on Mentoring, (2006).
3. Hall, D.T. & Chandler, D.E., *Career Learning Cycles and Mentoring*. Forthcoming in Ragins, B.R., & Kram, K.E.'s (Eds.), Handbook on Mentoring, (2006).

### Working Papers:

1. Chandler, D.E., & Kram, K.E., *Applying an Adult Development Lens to International Assignments*.
2. Chandler, D.E., & Kram, K.E., *The evolving career: Viewing the New Career Context through an Adult Development Lens*.
  - Target journal – Journal of Vocational Behavior.

### Conference Proceedings:

1. *Addressing the Global Benefits Crisis: Pensions, Healthcare and Demographic Change*, Human Resources Policy Institute, May 11 & 12, 2006.
2. *The Home Depot Executive Briefing*, Human Resources Policy Institute. October 7 & 8, 2005.
3. *New Insights on Leadership*, Human Resources Policy Institute. May 5 & 6, 2005.
4. *Changing Board Expectations: Implications for the CEO and for HR*. Human Resources Policy Institute. October 7 & 8, 2004.
5. *Global Sourcing of Talent: The Strategic Imperative and the HR Challenges*. Human Resources Policy Institute. May 6 & 7, 2004.
6. *IBM Site Visit*, Human Resources Policy Institute. October 28-30<sup>th</sup>, 2003.
7. *Using Experience for Development: Tools and Systems*. Executive Development Roundtable Winter Meeting. December 5 & 6, 2001.

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## PRESENTATIONS

1. August 2006 – Academy of Management Conference, Atlanta, GA. *Career Learning Cycles and Mentoring*
2. August 2006 – Academy of Management Conference, Atlanta, GA. *Developmental Initiation and Developmental Networks*
3. August 2005 – Academy of Management Conference, Honolulu, HI. *Toward an Understanding of Expatriate Success: An Integration of Developmental Networks and Adult Development Lenses to View International Assignments*.

## TEACHING EXPERIENCE

1. Lecturer for Organizational Behavior (OB 221)—Leading in Dynamic Organizations—undergraduate course. Boston University; Spring 2005, *Boston, Massachusetts*.
    - o Had 37 students and receive student ratings of 4.67/5 (higher than any instructor - out of 13 instructors – received in the prior year.)
  2. Teacher’s assistant for Organizational Behavior (Andrew Hoffman) and Accounting (Feng Gu). *International Management Program*, Boston University; Summer 2002, *Kobe, Japan*.
  3. Teacher’s assistant for Organizational Behavior (Tim Hall) and Marketing (Patrick Kaufman). *International Management Program*, Boston University; Summer 2004, *Shanghai, China*.
    - o Received ratings of 4.5/5.0
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## RESEARCH EXPERIENCE

### Human Resource Policy Institute - Research Assistant

(September, 2003- May 2006)

- Gathered and summarized information on the *global sourcing of talent*. Data included newspapers and consulting firm white reports. Interviewed human resource executives regarding their respective companies’ sourcing strategies and program implementation plans.
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## RESEARCH INTERESTS

- Mentoring and developmental networks, careers, action research, social responsibility, and ethics.
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## PROFESSIONAL EXPERIENCE

### Kforce - Consultant, Finance/Accounting, Boston, MA; San Jose, CA

(Jan 1998 - May 2001)

*\$800M (Nasdaq) specialty staffing firm providing flexible and permanent staffing solutions for organizations and career management for individuals.*

- Partnered with companies’ management to assess and manage their accounting and finance staffing needs.
- Worked with client companies—both publicly- and privately-held—across various industries, including: high-technology, financial services, consulting, insurance, e-commerce, and health care.
- Aided careers for persons with various levels of experience and credentials, ranging from functional areas of accounting to the most senior-level finance and accounting positions.
- Developed and fostered positive networking relationships with clients and candidates to boost effectiveness and billings.
- Exhibited a wide range of sales skills, including: prospecting and developing clients; generating upwards of 40 sales calls per day; and demonstrating effective listening skills.
- Interviewed multiple candidates per week and made recommendations to client management about candidate suitability.
- Taught candidates critical interviewing skills and resume-building techniques.

*Accomplishments: Doubled productivity—measured in billings—each year of employment.*

**Transamerica Financial Services - Management Training Program, Capitola, CA (Jan 1994 - Feb 1995)**

*Nationwide provider of mortgage- and consumer-based loans.*

- Prepared loan documents, applications, and credit-based information used to assess and close retail loans.
- Assessed collateral—automobile, boat, and mortgage—used in asset-backed loans.
- Arranged payment schedules for approximately 50 high-risk accounts to reduce accounts receivable portfolio.
- Fortified relationships with existing clients to ensure repeat business.

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**HONORS**

- **San Jose International Business Award**, MBA Program, 1997.
- **Women’s Soccer Team**, California State University, Chico - Ranked 5<sup>th</sup> nationally, Division II, 1992, 1993.

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**COACHING EXPERIENCE**

- **Scottish Football Association, International “C” License** 1997  
Completed intensive one-week licensing course in Sterling, Scotland.
- **Thundercats Girls Soccer Club**, Los Gatos, CA 1996-1997  
Won top-division league championship in 1997.
- **Tigers Girls Soccer Club**, Los Gatos, CA 1995-1997  
Won three consecutive top-division league championships.

## REFERENCES

These individuals have written letters of recommendation on my behalf.

Kathy Kram  
Advisor  
Boston University, School of Management - Professor  
595 Commonwealth Avenue  
Boston, MA 02215  
(617)-353-4269, [kekram@bu.edu](mailto:kekram@bu.edu)

Douglas T. (Tim) Hall  
Boston University, School of Management - Professor  
595 Commonwealth Avenue  
Boston, MA 02215  
(617)-353-4166, [dthall@bu.edu](mailto:dthall@bu.edu)

William R. (Bill) Torbert  
Boston College, Carroll School of Management – Professor  
Fulton Hall, 426B  
140 Commonwealth Avenue  
Chestnut Hill, MA 02467  
[torbert@bu.edu](mailto:torbert@bu.edu)

Jennifer Howard-Grenville  
Boston University, School of Management – Assistant Professor  
595 Commonwealth Avenue  
Boston, MA 02115  
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