

# KATHLEEN VOSS, Ph.D.

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## ACADEMIC EXPERIENCE

- Fox School of Business, Human Resource Management Department, Temple University, Philadelphia, PA**  
Assistant Professor (2015-present)
- School of Management, Rutgers University, Camden, NJ**  
Adjunct Lecturer (2014-2015)
- Graduate School of Public and International Affairs, University of Pittsburgh, Pittsburgh, PA**  
Part-time Lecturer, Leadership and Organizational Behavior (1998-2003)
- Academy of Management**  
Peer reviewer (conference)-Social Issues in Management Division (2018-present)

## BUSINESS EXPERIENCE

**CCHP Consulting, LLC Philadelphia, PA 2012-present**  
Principal

Manage all aspects of startup executive assessment and HR consulting firm, including design, market testing and delivery of products/services, business planning and business development.

**Right Management Philadelphia, PA 2006-2012**  
Vice President, Senior Consultant

Created and Implemented custom, innovative Talent Assessment, Succession Planning and Leadership Development solutions, tools and processes for Fortune 100 companies.

- Facilitate Executive Leadership Teams and Stakeholders to plan, assess and promote high potential leaders to meet current and future business needs.
- Identified as global subject matter expert for succession planning, executive development and executive assessment
- Designed and delivered Right's first CEO selection assessment process, and 2 subsequent CEO assessment processes

**The Vanguard Group Malvern, PA 2005-2006**  
Senior Manager, Leadership Assessment and Development, Human Resources

Led assessment, leadership effectiveness and organization design initiatives that sustain diversity and effectiveness throughout 10,000-person organization.

- Implemented Organizational Assessment and Exit Interview Processes and Recommendations
- Designed, validated and implemented competency based Early Talent Identification assessments and development process

**AstraZeneca Pharmaceuticals Wilmington, DE 2003-2005**  
Senior Manager, Leadership Assessment and Development, Human Resources

Worked with business leaders to prioritize Leadership Assessment and Development strategies, processes and tools that drove business results throughout 60,000 person global workforce.

- Delivered global executive development programs and assessed and coached more than 75 executives worldwide
- Created new manager identification and on boarding programs and tools to effectively fill more than 100 position openings.

**University of Pittsburgh Pittsburgh, PA 1998 - 2003**  
Director, Organization Development, Selection and Assessment Methods, Human Resources

Designed, implemented and managed all aspects of complex human resources and organizational change projects to improve profitability, ensure effectiveness and reduce legal risks. Responsible for more than 50 organization development projects each year.

- Increased utilization and accuracy of performance appraisal process through design of competency based performance management system, including training more than 400 supervisors and 3000 employees.
- Improved legal defensibility and reduced potential risk through development and implementation of comprehensive job analysis/capacity analysis processes.

## PRESENTATIONS & PUBLICATIONS

Northeastern Association of Business, Economics and Technology: “Exploring the relationships of human resource professional demographics and need for approval to frequency of self-reported observations of female-female workplace bullying” (2018)

Lehigh Valley SHRM Conference: “Executive Assessment Trends” (2011)

Lehigh Valley SHRM Conference: “Finding the Talent you need” (2010)

Delaware Bankers Association “Winning the War for Talent” (2009)

Delaware CEO Forum: Executive Transition: Finding and Landing your next career path” (2009)

Voss, K. (2008). Preparing for retiring boomers with strategic succession planning. *Right Communique* 12(4), 1-5.

## EDUCATION

Ph.D.	Industrial and Organizational Psychology Research Topic: HR Professionals gender and career tenure based differences in the frequency of observed female-female workplace bullying	Grand Canyon University	Scottsdale, Arizona	2017
M.S.	Library Science	University of Pittsburgh	Pittsburgh, PA	1995
B.A.	Business and Political Science	University of Pittsburgh	Pittsburgh, PA	1988