

Kathleen A. Davis, J.D.

Assistant Professor (Practice)
Department of Human Resources Management
Fox School of Business
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EDUCATION:

J.D., University of California-Berkeley, School of Law, 1981
Coursework, University of Pennsylvania, 1980
B.A., Sociology (magna cum laude), University of Pittsburgh, 1973

HONORS AND AWARDS:

1999 Musser Award for Excellence in Administrative Service
2002 Business Honors Program “Teacher of the Year” Award
2007 Dean’s Teaching Council Member (appointed)
2008 Business Honors Student Association Special “Faculty Dedication Award”
2008 Dean’s Teaching Fellow
2008 Crystal Apple Teaching Award
2009-2015 Business Honor’s Teaching Fellow

SERVICE WORK:

Faculty Liaison, Center for Student Professional Development, 2000-present
Fox Undergraduate Program Committee, 2007-present

TEACHING EXPERIENCE:

TEMPLE UNIVERSITY, Philadelphia, PA (1989-present)

Human Resources Management Department, Fox School of Business

Dean’s Appointment (1993-96); Adjunct faculty (1991-2000)
Associate Professor (Consecutive Special Appointment Faculty 2001-05)
Instructor (2005-07); Assistant Professor (Practice), 2008-present

- Continue to develop innovative program in cooperation with College of Science and Technology’s (CST) Center for Student Professional Development for HRM capstone students to train over 45 CST students in job search skills and strategies every semester.
- Developed and implemented online version of HRM capstone, “Organization and Staffing” – Spring 2013 and a newer version for Spring 2016
- Continued development of “HRM and Public Policy” to create a more empowerment and engagement oriented workplaces where best practice HR policies and procedures can reduce liability and increase employee satisfaction. Online version implemented 2013; revision in process.
- Developed online version of “Labor Relations: Strategy and Practice” for Summer 2013; revision in process for 2018.

- Work closely with Business Honors Academic Director to redesign Honors BBA Program including academic, leadership and experiential components. *Leadership components in process.*
- Assisted the HRM Chair with the update and redesign of the “People First Certificate,” now the “Leadership Certificate.” (Approved by the Board of Trustees, December 2012).
- Additional courses delivered include “Management and Organization,” (BBA and MBA), “Organization and Staffing,” “HRM and Public Policy” (Employee Relations and Employment law), “Managing People at Work,” (BBA and MBA), “Power, Influence and Negotiation,” “Introduction to Human Resources Management,” “Communicating in Organizations,” (undergraduate)

English Department, College of Liberal Arts

- Adjunct instructor, 1989-91 “Writing for Business and Industry”

ADMINISTRATIVE TEMPLE EXPERIENCE

TEMPLE UNIVERSITY, Philadelphia, PA (1997-2000)

Director, Center for Student Professional Development, Fox School of Business

- Created, designed and built innovative corporate relations, professional development and placement assistance function serving undergraduate and MBA students.
- Designed and implemented first on campus recruiting program for undergraduate and MBA students to obtain internships and permanent positions at more than 40 employers, including GE’s Financial Management Program, Accenture, Vanguard, IBM, PricewaterhouseCoopers, AT&T and PPG.
- Designed and taught the first undergraduate professional development course.
- Developed and implemented MBA Professional Development Program, offering executive education style seminars about career management, positioning, self-assessment and job search.

NON-ACADEMIC WORK EXPERIENCE

MANAGEMENT CONSULTANT, (1987-present)

- Provide strategic and HR planning, employee relations, compensation, and marketing advice and training programs for small and medium size firms in professional services, as well as public and non profit organizations.

ARBITRATOR, (1991-present)

- Arbitrate, mediate and fact finding for labor management disputes between public and private sector employers and unions as well as non-union employment disputes in Pennsylvania, New Jersey and Delaware. Act as Fact Finder in Pennsylvania school districts prior to strikes. Interned with Edward A. Pereles, Esq., and S. Harry Galfand, Esq., 1989-91
- Panel member, American Arbitration Association (Labor and Employment), State of Pennsylvania, Hotel and Casino Industry Panel, Communications Workers of America and Lehigh County Prisons.
- Issues include: non-union employment disputes, employment based discrimination, benefits, wage and salary openers and disputes, benefit and compensation program design, issue arising from the sale of businesses, disability issues, employment contracts, discipline and discharge issues, labor contract interpretation, layoffs and restructurings.

OSTEOPATHIC MEDICAL CENTER OF PHILADELPHIA (1987-88)

Director, Human Resources

- Managed human resources and labor relations for 1500 employee hospital, medical school and physician practice plan with 1199c, Nat’l Union of Health & Hospital Workers-AFSCME and United

Plant Workers Union units.

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NOVACARE, INC., Valley Forge, PA (1986-87)
Vice President, Human Resources.

- Established HR function for a rapidly expanding, \$60mm provider of speech and physical therapy services with 1,000 employees in 27 states. Developed career path, performance evaluation and compensation program for clinical personnel.

ARAMARK, INC., Philadelphia, PA (1978-86)

Vice President, Human Resources, Children's World Centers, and Houston, TX

- Created HR function for high growth childcare subsidiary with 150 centers in 12 states, 2500 employees previously owned by a venture capital group. (1984-86)

Manager, HR, ARA Healthcare Group

- Designed and implemented human resources planning process. Managed labor relations for three maverick nursing home companies in Texas, Louisiana, Indiana, and California. (1983-84)

Manager, Executive Recruitment, Corporate Staff

- Recruited vice presidents, directors and for marketing, finance, and MIS positions corporate wide. (1981-83)

EEO Compliance Officer, Corporate Staff.

- Represented the Corporation in EEO and combined EEO/labor relations matters throughout the United States. (1979-81)

Assistant Manager, Labor Relations, Corporate Staff.

- Handled 3rd step grievances and arbitrations; assisted in contract negotiations in vending, stadium concessions and school bus operations with Teamster, USW and UFCW locals. (1978-77)

NATIONAL TREASURY EMPLOYEES UNION, San Francisco, CA (1977-78)

National Field Representative

- Negotiated local matters and handled 4th step grievances, arbitrations, and unfair labor practices for Northern California, Oregon, Washington, Utah and Montana among others.