

Curriculum Vita
Kelly Anne Grace
Assistant Professor, Instruction
Academic Director, MSHRM
Department of Human Resource Management
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I. Education

A. Degrees (Major, institutions, dates)

Ph.D. (Organizational Behavior, University of Florida, 1987)
J.D. (University of Florida, 1987)
M.B.A. (University of Florida, 1987)
BA (Political Science, University of Florida, 1980)

B. Certifications (such as C.P.A).

Licensed Attorney (inactive), State Bar of Georgia Association (1990-Present)

II. Employment

A. Academic Positions

Temple University, Assistant Professor, Instruction, 2018-2020
Temple University, Adjunct Professor, 2017-2018
Georgia State University, Clinical Assistant Professor, 2013-2017
Georgia Institute of Technology, Lecturer, 1996-2012
Texas Christian University, Assistant Professor, 1998-1989

B. Consulting

The Mescon Group, Partner and Consultant (1989-1997)

III. Memberships in Professional Organizations

Management and Organizational Behavior Teaching Society, Member, 2014-Present.
Society for Human Resource Management, Member, 2000 – Present.
State Bar Association of Georgia., Member, 1990 – 2019 (retired).
Academy of Management, Member, 1986 - Present.
Southern Academy of Management, Member, 2019-Present

IV. Awards

Multiple Certificates of Recognition for Outstanding Teaching Performance, Department of Managerial Sciences, J. Mack Robinson College of Business, Georgia State University. (2013-2016).

Digital Champions Fellowship, Georgia State University Center for Instructional Innovation. (December 2013).

Class of 1969 Teaching Fellow, Georgia Institute of Technology. (2011).

Finalist, Scheller College of Business, Georgia Institute of Technology, Teacher of the Year – Undergraduate. (2009, 2010, 2011).

V. Teaching Contributions

A. Courses Taught

Power, Influence, and Negotiation (HRM 3501). Elective undergraduate course with weekly student skill-development activities. Online traditional format.

Independent Studies (HRM 5182). Online compressed format.

Leadership in the 21st Century (HRM 3504). Elective undergraduate course on current leadership theories and trends. Traditional format.

Public Policy and Compliance (HRM 5117). Required public policy and employment law course for MSHRM student. Online compressed format.

Human Resource Management Strategies (HRM 5051), Required strategic HRM course for MSHRM students. Online compressed format.

Influence and Negotiation (HRM 5305), Required HR skills course for GMBAs. Six-week traditional format

Human Capital and Organizational Change (HRM 5301), Required strategic HR course for GMBAs. Six-week, traditional format.

Leadership in Organizations (HRM 5001), Required leadership/organizational behavior/HRM course for MBAs. Seven-week traditional format.

Negotiation for Accountants (ACCT 5180), Special-topics course for MACC students. Seven-week traditional format.

Leadership and Organization Management (HRM 1101), Introduction to management course required of Fox students. Online (compressed), Online (15-week/large section) and traditional formats.

Introduction to Human Resource Management (HRM 2501), A basic overview of the key content areas in the field of HRM. Online (7 week) and traditional formats.

B. Executive Education

Women's Leadership Forum, three-hour presentation, January 2019, February 2020, October 2020, May 2021
AberdeenStandard Investments, two six-hour workshops, April 2019

C. Mentoring and Advising of Students

Advise 55 students in MSHRM program, 2018-current
Mentored Ph.D. student to facilitate success in HRM 1101, Fall 2020
Mentored 3 undergraduate students through the Diamond and Fox Peer Teacher programs.

VI. Research Contributions

A. Research Interests: Andragogy in the instruction of organizational behavior. Teaching difficult content. The influence of codes of conduct on ethical decision making.

B. Publications

1. Recent Articles

Blau, G., Jarrell, S., Seeton, A., Young, T., Grace, K., and Hughes, M. (2018). Proposing an Expanded Measure for Comparing Online/Hybrid to Face-to-Face Courses. *Journal of Education and Development*, 2(2), 1-9.

Blau, G., DiMino, J., Barron, A., Davis, K., Grace, K., and Lopez, A. (2018). Testing the Impact of Brief Counseling on Non-Urgent Client Self-Esteem, Social Connectedness, Recommending Their University and Active Alumnus Intent. *Journal of Education and Developmental Psychology*, 8(2), 29-40.

2. Papers or speeches delivered

Grace, K. A., Organizational Behavior Teaching Conference, "The Use of Fishbowls to Improve the Quantity and Quality of Student Contribution," *Organizational Behavior Teaching Society*, Walsh University, North Canton, OH. (June 9, 2016).

Grace, K. A., Willey, S. L., Mansfield, N. R., Sherman, P. B., Southeastern Academy of Legal Studies in Business, "Does the Content of Codes

Influence Company Ethics? An Examination of Employee Codes of Conduct of the Fortune 500," *Southeastern Academy of Legal Studies in Business*, Atlanta. (November 14, 2015).

Grace, K. A., Willey, S. L., Mansfield, N. R., Sherman, P. B., Academy of Legal Studies in Business, "Employee Codes of Conduct of the Fortune 500: Does the Code's Content Influence the Company's Ethics?" *Academy of Legal Studies in Business*, Philadelphia. (August 9, 2015).

Grace, K. A., Roth, W. A. S., Organizational Behavior Teaching Conference, "Blooming Our Learning Objectives in a World with Handheld Libraries," *Organizational Behavior Teaching Society*, University of La Verne, La Verne, CA. (June 19, 2015).

Grace, K. A., Employment Law: 2015 Comprehensive Guide, "Monitoring Employees: Privacy Issues and Employer Risks," *National Business Institute*, Atlanta, GA. (June 17, 2015).

Roth, W. A. S., Grace, K. A., "Building Students Digital Discernment Skills," *Teaching Professor Conference*, Atlanta. (May 2015).

Willey, S. L., Grace, K. A., Mansfield, N. R., Sherman, P. B., Southeast Academy of Legal Studies in Business, "Comparing the Frequency of Ethics and Compliance Terms in Corporate Codes of Conduct," *Southeast Academy of Legal Studies in Business*, Savannah, GA. (November 14, 2014).

Willey, S. L., Grace, K. A., Mansfield, N. R., Sherman, P. B., Academy of Legal Studies in Business, "Language of the Codes: Comparing the Frequency of Ethics and Compliance Terms in Corporate Codes of Conduct," *Academy of Legal Studies in Business*, Seattle, Washington. (August 2014).

Grace, K. A., Human Resources Law from A to Z, "Current Issues in Human Resources: Wellness Programs," *National Business Institute*, Atlanta, GA. (August 2014).

Grace, K. A., Organizational Behavior & Teaching Conference, "Teaching the Hard Stuff: A Reliability and Validity Exercise," *Organizational Behavior & Teaching Society*, Vanderbilt University. (June 2014).

Grace, K. A., APW Seminar and 51st Anniversary Celebration, "Negotiation in the Work Place," *IAAP DeKalb Chapter*, Decatur, GA. (April 12, 2014).

VII. Service Contributions

A. Department, College, or University-based Service

Member, AdHoc Committee on Contact Hours, Fox (March 2021- Present)
Member, Student Complaints Committee, Fox (July 2020 – Present))
Member, Masters Program Committee, Fox (July 2019 – Present)
Academic Director, MSHRM, Temple (July 2018 – Present)
Introduced Sponsor, HR-related Events in Washington DC and Philadelphia (July 2020- Present)
Attendee, Philly SHRM Event, March 2019
HRM Concentration Q&A for GMBA, October 2018, October 2019
Department Representative, Fall Open House, October 2018
Attendee, Penn State Council of SHRM, September 2018
Department Representative, Graduation, August 2018, January 2020
Attendee, Monthly Special MS Director's meetings (July 2018 – Present)

B. Academic or Professional Service

Reviewer. Academy of Management meeting, (2013 – 2016, 2020-2021).
Attendee. Management and Organizational Behavior Teaching Conference (2019, 2021).
Reviewer. Southern Academy of Management meeting. (2014 – 2019).
Reviewer. Organizational Behavior Teaching Conference. (2013 – 2016).
Reviewer. Netherlands Organisation for Scientific Research. (January 2015).

Revised: April 14, 2021