

PEGGY ANDREWS, PHD, SPHR

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EDUCATION

University of Minnesota, College of Education & Human Development (CEHD)

Ph.D., Family Social Science: Coursework included Statistics, Quantitative Research Methods, Qualitative Research Methods, Interpretive Research Methods, Research Ethics, Teaching in Higher Education, Multicultural Issues in Families, Ethical Issues in Families, and Family Policy.

Dissertation: “That Rich, Rich Quality of Existence’: Mothers with Professional Careers Talk About Their Experiences of Flourishing”

Research Interests: Work-Life Benefits as a Strategic Imperative; Family Impact of White Collar Layoffs; Economic, Sociological, and Psychological perspectives on Maternal Employment.

Research Assistantship: W1167/MN 52-058 – The Changing Landscape for Women in America: Understanding Work, Family and Personal Issues. As Project Manager, I organized/conducted 8 focus group sessions to gather data for this national effort.

Awards: First-year Student Scholarship – 2005/2006
Waller Fellowship – Summer, 2007 / Summer, 2009
Larry Wilson Scholarship – Spring, 2008
Shirley Zimmerman Fellowship – 2009/2010

St. Mary’s University, Minneapolis, MN

M.A., Human Development: December, 1999. Coursework included Theories of Personality, Counseling Theory & Technique, Psychopathology, Work-Family Relationship, Developmental Psychology, Organizational Theory, Career Theory & Development., Marriage & Family Counseling.

Thesis: “Creating Family Friendly Careers: Individual and Organizational Responsibilities”

Ambassador University, Pasadena, CA

BA., Theology; AS, Family & Consumer Science – May, 1989.

Awards: Chancellor’s Scholarship – 1984/1985
Young Ambassador Scholarship (performing arts) – 1986/1987
Student Leadership Scholarships – 1987/1988/1989

TEACHING EXPERIENCE

- **Hamline University School of Business:**
 - Senior Lecturer of Management (Full time, September 2017 – Present)
 - Lecturer of Management (Full time, September 2014 – August 2017)
 - Instructor of Management (Full time; September 2013 – August 2014)
 - Visiting Instructor of Management (Full time; September 2011 – August 2012)
 - Adjunct Faculty - Management – MBA Program (Fall 2010 - Summer, 2011)

TEACHING EXPERIENCE (CONTINUED)

- **Capella University, MBA Program (all courses are taught on-line)**
 - Facilitating Change (J-Term, 2011*; Spring Quarter 2011)
 - Building Organizational Culture (Spring Quarter, 2011)
- **St. Thomas University, Opus College of Business:**
 - Organizational Development (Fall, 2003; Fall, 2009*; Spring, 2010).
- **Bethel University, College of Adult & Professional Studies:**
 - The HR Strategic Partner (Fall, 2009).
 - Talent Management for the New World of Work (Fall/Spring 2007).
- **University of Minnesota, College of Education & Human Development.**
 - The Work-Family Relationship (Spring, 2002).

*Copies of teaching evaluations available upon request.

ADMINISTRATION AND SERVICE EXPERIENCE

- **Hamline University School of Business:**
 - MBA Program Director (January 2016 – Present)
 - Graduate Assessment & Curriculum Committee Chair (August 2014 – December 2016)
 - Member, Hamline University Wellness Committee (August 2013 – Present)
 - Module 1 Curriculum Coordinator for the MBA Program (July, 2013 – Present)
 - Member, MBA Revision Task Force (May 2012 – July 2013)
 - Graduate Programs Assessment of Learning Coordinator (September 2012 – July 2014)
 - Secretary, Graduate Curriculum & Instruction Committee (September 2012 – July 2014)
 - Member, Campus-wide Benefits Committee (September 2012 – July 2013)
 - Faculty Advisor to the Hamline Men's Soccer Team (September 2012 – Present)

PRESENTATIONS

In My World. Presented January 30, 2020 at IMOBTS Conference, Canterbury University, Christchurch, NZ

Working with Incompetence. Presented November 2, 2019 at the Women in Public Service Annual Conference and Hamline University School of Business in St. Paul, MN.

Managing to Flourish. Presented June 9, 2018 at MOBTS Conference, Coastal Carolina University, SC.

Humble Inquiry, Speaking and Writing: The Trifecta of Business Communication. Presented May 10, 2018 at the AACSB MBA Curriculum Re-Design Conference, Salty Lake City, UT

Working Better Together with the Belbin Team Role Inventory. Presented to the Hamline University Marketing & Communications Team, St. Paul, MN.

Managing to Flourish. Presented April 13, 2018 at the Twin Cities Young Professionals Conference.

Assessing Your Leadership Skills. Presented November 4, 2017 at the Women in Public Service Annual Conference and Hamline University School of Business in St. Paul, MN.

PRESENTATIONS (CONTINUED)

Managing to Flourish as a Woman Leader. Presented November 18, 2016 at the Women in Public Service Annual Conference and Hamline University School of Business in St. Paul, MN.

Thriving at Work. Presented to Hamline University Alumni Association, April, 2016.

The Hamline School of Business Internship Seminar: Collaborating to Help Students LEAP to Success! Presented June 17, 2015 at New American Colleges & Universities Summer Institute at Hamline University, St. Paul, Minnesota.

Using Self Determination Theory to Help Clients Assess the Appeals and Risks of Careers in Multi-level Marketing (with S. Bosley, PhD). July 2, 2014 Conference Roundtable at the National Career Development Association Global Conference in Denver, Colorado.

Flourishing at Work. Presented to Hamline University Staff Association June 3, 2015.

“That Rich, Rich Quality of Existence”: Mothers with Professional Careers Talk about Flourishing. Presented May 3, 2014 at the Siena Symposium: Woman as Prophet and Servant of Truth at University of St. Thomas, St. Paul Minnesota.

Building the Future Workforce: Developing a Successful Internship Program. Presented via webinar February 11, 2014 to the MN Chamber of Commerce with Lauren Kavan of Hamline University and Ashely Laffen of Enterprise Rent-a-Car.

The Value of Experiential Learning: A Personal Journey. Presented January 31, 2014 to Hamline University Faculty at Faculty Development Day.

LEAPing to Connections. Presented November 21, 2013 to Hamline University Faculty at Faculty Development Day.

Strategic Hiring: Designing Systems to Build Your Culture and Enhance Productivity. Presented September 23, 2013 at the annual AFS Foundry Executive Conference.

Hamline Cares: Service Learning in Foundations of Management. Presented in May 23, 2013 to Hamline University Faculty at Faculty Development Day.

The Work-Family Relationship. Presented in April, 2003 at Anoka Ramsey Community College Continuing Education Programs for Business and HR Professionals

PUBLICATIONS

Andrews, P. (September, 2015). Book chapter in Siena Symposium Conference Proceedings. *“Chapter 14: How Mothers with Professional Careers Experience the State of Flourishing and Why it Matters for Faith Communities.”* Ignatius Press; St. Paul MN.

Andrews, P. (May, 2010). *“That Rich, Rich Quality of Existence’: Mothers with Professional Careers Talk About Their Experiences of Flourishing’.* University of Minnesota, St. Paul, MN.

Andrews, P. (June, 2006). *“Succeeding at Work and Family: A Human Resources Perspective.”* NCFR Report. Minneapolis, MN: National Council on Family Relations.

ONGOING PROFESSIONAL DEVELOPMENT

- ***Women's Leadership Success in Higher Education*** (November, 2017). Seminar presented by Academic Impressions to provide skill building networking and career development planning for high potential women in academic careers.
- ***Belbin Assessor Certification*** (September, 2015). Certified to administer and interpret the Belbin Team Roles Inventory. This assessment is a foundational component of the Hamline MBA Module 1 curriculum that distinguishes us from our competitor/comparator schools.
- ***AACSB Curriculum Development Seminar for Leadership Development*** (January, 2014). This seminar was presented by faculty from the UNC Kenan-Flager School of Business. Participants learned about UNC's approach to MBA leadership skills development and participated in a train-the-trainer session for the "Up Your Game" simulation so they could begin to use the exercise in their own institutions.
- ***Conducting Business in the European Union*** (June, 2013). Participated in MBA Seminar course in Modena, Italy taught by my colleague, David Berg.
- ***NCDA*** – Member of National Career Development Association since 2013.
- ***AACSB Applied Assessment Seminar*** (March, 2013). Advanced session on designing and implementing an AOL program within AACSB guidelines.
- ***AACSB Assurance of Learning Seminar*** (March, 2012). Introductory session on how to design and implement an AOL program within AACSB guidelines.
- ***Capella University Faculty Development Course*** (November, 2010). This course is designed to prepare faculty candidates to teach for Capella. The course covers such things as the characteristics of online learners and online higher education, strategies to help learners persist, online facilitation skills, assessment techniques, and technical teaching skills for the Blackboard platform.
- ***Certified Highlands Affiliate*** (2008-present) – Certified to administer/interpret career development inventory
- ***SPHR*** - Certified Senior Professional in Human Resources since 2000
- ***MCDA*** – Member of the Minnesota Career Development Association since 2007
- ***SHRM*** – Member of Society for Human Resource Development since 1998

PROFESSIONAL PRACTITIONER EXPERIENCE

Principal Consultant for Peggy Andrews & Associates.; Mendota Heights, MN (2000 – Present)

Recent engagements include:

- 9/1 – Present: Develop competency model, performance management system, and management training for \$60M road construction company.
- 8/1 – Present: Organization Development Projects for Twin Cities public sector economic development agency. Project include conduct comprehensive HR Audit, facilitate strategic planning sessions, revise performance management program, staff development in conflict management and professional communication.
- 9/13 – 6/15: Leadership Coach to CEO of National Association of Executives within the manufacturing sector.
- 5/11 – 1/12: Design/implemented new performance management process to strategically connects business goals, total compensation, and manager/staff training & development for rapidly growing financial services company.
- 5/05 – 8/14 – Outsourced HR Projects for hedge fund-of-funds. Projects have included chairing search committees for 3 professional positions, organizational assessment & design initiatives, and management executive coaching.

PROFESSIONAL PRACTITIONER EXPERIENCE (CONTINUED)

- 11/02 – 12/13: Contract Director of OD for Enterprise Minnesota (formerly Minnesota Technology, Inc.), a \$6M, 30-employee publicly funded economic development agency. Coordinate Personnel Committee for the Board of Directors, and oversee hiring, benefits, compensation, and policy development.
- 3/02 – 10/02: Interim VP of HR for a publicly traded medical-tech company in crisis situation. Developed talent deployment strategy and key employee retention program; planned/implemented 2 staff reductions.
- 9/00 – 6/02: Interim Director of HR for \$110M division of a manufacturing organization during M&A transition process. Directed major sales force recruiting effort and New Employee Orientation, managed Employee Relations, managed staff reduction planning and implementation when the entire division was sold to a competitor.

Director of Human Resources for Total Solutions Group; Bloomington, MN (1999 – 2000)

Built HR department for \$20M e-business and mainframe consulting organization, and shepherded them through a merger with an East coast organization. Elected to take severance rather than move to Virginia to take on the VP of HR role.

Principal Consultant for Andrews Consulting, Inc.; St. Paul, Minnesota (1997 - 1999)

Provided HRD consulting to client organizations including American Express Financial Advisors (now Ameriprise), Jostens, Anoka Electric Cooperative, United Health Group, and Personnel Decisions International.

Leadership Development Consultant for American Express Financial Advisors; Mpls, MN (1996 – 1997)

Conducted needs assessments, designed, developed and implemented leadership development programs for District Managers and Field Vice Presidents.

Personnel Decisions International; Minneapolis, MN

Promoted through successively responsible positions at international human resources consulting organization.

Associate Consultant, Training & Development (1994 - 1995)

Corporate Training Coordinator (1993 – 1994)

Assessment & Coaching Coordinator (1992 – 1993)

Human Resources Administrator for The Pillsbury Company; Minneapolis MN (1990 – 1992)

Coordinated benefits administration and provided executive support for Vice President of Labor Relations in the Flour Milling Division. Coordinated severance packets and outplacement benefits for 300 employees (including myself) when the division was sold to ADM.

COMMUNITY ACTIVITIES

- **Guest Speaker at Local Area Schools** (2012-present). Support co-curricular activities at local schools. Representative topics include career planning activities with high school business students, college and career planning with junior high students in the AVID program, and business and social etiquette to high school students.

COMMUNITY ACTIVITIES (CONTINUED)

- ***Neighborhood House Food Shelf Support*** (2010 – Present) – Solicit, gather, transport, and process food shelf donations from local farmers market vendors. This unique/standard-setting program has garnered national attention for making fresh/local produce available to food shelf clients in addition to non-perishable goods.
- ***DARTS Transportation Volunteer*** (2010 – 2013) – Provide on-call transportation for senior citizens in my neighborhood who need help to get to the grocery store, doctor, etc.
- ***Sting Soccer Club*** – Team Manager from 2007 – 2011; Board Member and Fundraising Manager from 2009 – 2010.
- ***ISD 197 Gifted and Talented Advisory Council*** – Appointed by Superintendent’s Office to District Council to support advancement of gifted and talented education; 2006 – 2008.
- ***Sunny Hollow Montessori School*** – Board Secretary and Member at Large from 2003 – 2005; Member of Scholarship and Fundraising Committees in 2004-2005.