

MINDY W. DOUTHIT
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EDUCATION

1995 – 2000	University of Chicago Graduate School of Business Ph.D. in Organization Theory and Strategy, August 2000 <u>Dissertation:</u> <i>The Social Capital of Supervisory Relations</i>	Chicago, IL
1995 – 1998	University of Chicago Graduate School of Business Master of Business Administration, August 1998	Chicago, IL
1988 – 1992	Miami University Bachelor of Science in Marketing with Honors May 1992, <i>Cum Laude</i>	Oxford, OH

TEACHING EXPERIENCE

2005 - Present 1999 - 2001	Lecturer Northwestern University, School of Education & Social Policy, Evanston, IL <u>Undergraduate program:</u> <i>Introduction to Organization Theory and Practice, Studies in Organizational Change, Practicum</i> <u>Masters program:</u> <i>Introduction to Research Methods, Capstone Design & Measurement, Capstone Analysis & Interpretation, Capstone Advisor, Social Network Analysis</i>	
1998 - 1999	Adjunct Professor DePaul University, College of Commerce, Chicago, IL <u>Undergraduate program:</u> <i>Entrepreneurship Strategy, Introduction to Organization Behavior</i> <u>MBA program:</u> <i>Change Management</i>	

PROFESSIONAL EXPERIENCE

1997 – 1998

Manager

The International Forum, Winnetka, IL

Designed and developed senior executive educational programs held in Europe, Asia and the U.S.

1992 - 1995

Change Management Consultant

Andersen Consulting, Chicago, IL

Consulted in the areas of organization analysis and design, human resources, communication, human-computer interaction and training design and development.

- Evaluated and analyzed Andersen Consulting's knowledge sharing practices in order to design and deploy knowledge management processes.
- Developed a communication plan and deployment strategy for Andersen Consulting's knowledge sharing computer system.
- Researched and assisted in writing Andersen Consulting's book, *FutureWork: Putting Knowledge to Work in the Knowledge Economy*, published by The Free Press, 1994.
- Designed and developed training for a Laboratory Information Management System used at a nuclear power plant and delivered training to over 200 workers.
- Created an organization structure, designed jobs and an overall training plan for an organization expanding into the international marketplace.
- Presented Andersen Consulting's conceptual solutions and prototype systems to several potential clients and at various conferences.

PUBLICATIONS

Harrington, Brynn, Berger, Gail, Douthit, Mindy (2013) Employee Perceptions of CSR: Critical factors for boosting CSR participation. In Westover, Jonathan (Ed) *Socially Responsible and Sustainable Business Around the Globe: The New Age of Corporate Social Responsibility*, Chapter 7, pp 80-100

Harrington, Brynn, Berger, Gail, Douthit, Mindy (2010) Self construal and positioning of CSR initiatives: Key factors Influencing Employee Perceptions and Participation. *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Vol 6 (5), pp 211-226.

Douthit, Mindy W. (1999) Job satisfaction returns to human and social capital. *Journal of Behavioral and Applied Management*, Vol. 1 (1), Summer/Fall 1999, p. 1-21.

PRESENTATIONS

“Leading Change through the minds, not the hearts of followers” Society of Industrial and Organizational Psychology Meetings, August 2010, with Gail Berger and Scott Dimmick

“Supervision and social capital” Academy of Management OMT Division, August 1999.

“Job satisfaction returns to human and social capital” Institute for Behavioral and Applied Management, October 1998. Winner, *Best Student Paper*.

UNIVERSITY SERVICE

2014 – Present	LOC Task Force looking at curriculum and requirements for LOC major
2011-2012	MSLOC Social Network Analysis Course Assistant
2008 – 2010	MSLOC Capstone Course Sequence Design & Development