

CITY OF LINCOLN Appointment Application

The purpose of this form is to obtain general information for use in the nomination and confirmation process for appointments by the Mayor and to assist the Mayor in making inquiries concerning the qualifications of applicants for appointments. If you have recently prepared a biography or resume, PLEASE ATTACH IT TO THIS FORM.

Continued
10/12/02

Complete both sides and return to: Mayor's Office, 555 South 10th Street, Lincoln NE 68508. FAX: 441-7120

PERSONAL INFORMATION

NAME (please type or print last name, first name, and middle initial)
 Mr. Ms. Miss. Mrs. Dr. Combs, Gwendolyn M. Combs

2501 So. 76th St Lincoln NE 68506 Lancaster
Legal Residence Street City State Zip County

274 College of Bus. Adm. UNL Lincoln NE 68588 Lancaster
Business Address Street City State Zip County

Residence Telephone (402) 483-2582 Business Telephone (402) 472 6061

Applicant Occupation Asst. Professor Employer University of Nebraska

To assist in the selection, you are asked to voluntarily provide information which is necessary for statistical reporting purposes. Under State and Federal Law, this information may not be used to discriminate against you.

Affirmative Action Information: Sex Male Female Racial/Ethnic Background African American

EDUCATION

Schools attended including High School

School	Location	Dates	Major/Degree
Wellesley College	Wellesley, MA	1970-1974	BA / Psychology
Washington Univ - St. Louis	St. Louis, MO	1974-1976	MBA
University of NE - Lincoln	Lincoln, NE	1994-2000	Ph.D. / Management

PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

- American Red Cross - Lancaster County Chapter (current)
- Youth Fellowship Mt Zion Baptist Church (current)
- Academy of Management (National) (current)
- United Way (Previous)
- YWCA Board of Directors (Previous)
- Commission on Human Rights (Previous)

EMPLOYMENT

Employer	Location	Dates
University of NE - Lincoln	College of Business Admin	8/2000 - present
University of NE - Lincoln	Dept of Vocational/Adult Ed	8/98 - 5/2000
Lincoln Public Schools	Lincoln, NE	6/93 - 8/98
State of Nebraska	Director of Personnel - Lincoln	

PLEASE COMPLETE REVERSE SIDE

GWENDOLYN MARIZETT COMBS

*2501 So. 76th
Lincoln, NE 68506
(402) 483-2582*

CURRICULUM VITAE

EDUCATION:

Ph.D. August 2000, University of Nebraska-Lincoln, Lincoln, Nebraska. Management Department. Areas of Study: Organizational Behavior, Human Resources Management, Organizational Theory and Human Resources Development.

M.B.A., May 1976, Washington University, St. Louis, Missouri. Concentration: Human Resources Management and Organizational Behavior.

B.A., June 1974, Wellesley College, Wellesley, Massachusetts. Major: Psychology.

CONFERENCES AND PRESENTATIONS:

National Academy of Management Annual Conference, August 2001, Washington D.C.
Presented paper entitled "The Impact of Self-Efficacy on Diversity Training Effectiveness: A Field Experimental Analysis".

National Academy of Management Annual Conference, August 2001, Washington D.C.
Session Chair, Gender and Diversity Division, "The Effect of Diversity on Leadership and of Leadership on Diversity".

Hendricks Symposium, University of Nebraska, November 2000, Lincoln, Nebraska.
Panel Chair and Moderator, "Affirmative Action and Issues of Inclusion: Strategies, Assessments and Prospects."

Midwest Academy of Management Annual Conference, March 1999, Lincoln, Nebraska.
Co-Developer and Co-Facilitator of Symposium, "Race and Gender Issues in the Business School Environment."

National Academy of Management Annual Conference, August 1998, San Diego, California.
Presented paper entitled "Affirmative Action and Human Resource Strategies in the Public and Private Sectors: A Pilot Study of the Interaction of Anti-Affirmative Action Policies and Events."

Midwest Decision Sciences Institute Annual Conference, April 1998, Lincoln, Nebraska.
Presented paper entitled "The Influence of Anti-Affirmative Action Events and Policies on Human Resource and Affirmative Action Strategies."

Southern Management Association Annual Conference, November 1996, New Orleans, Louisiana. Presented paper entitled "The Clash of the Titans: The Convergence of Affirmative Action and Institutional Bias."

American Association of School Personnel Administrators, Missouri Valley Personnel Conference, December 1996, Lincoln, Nebraska. Symposium Facilitator, "Affirmative Action: A Bridge Over Troubled Water."

PUBLICATIONS AND SUBMISSIONS

"Meeting the Leadership Challenge of a Diverse and Pluralistic Workplace: Implications of Self-Efficacy for Diversity Training". The Journal of Leadership Studies.

"The Influence of Anti-Affirmative Action Events and Policies on Human Resource and Affirmative Action Strategies". Conference Proceedings, 1998. Midwest Decision Sciences Institute Conference, Lincoln, Nebraska.

"The Clash of the Titans: The Convergence of Affirmative Action and Institutional Bias". Conference Proceedings, 1996. Southern Management Conference, New Orleans, Louisiana.

Paper Submission:

"Social Comparison and Contact Theory: Implications for African American Managers' Career Development". Academy of Management Review.
(With Dr. Steve Sommer). (Under Review).

"Our First Years: Transitioning into Academia". Pre-conference session. Academy of Management Annual Conference 2002, Management Education and Development Division. (Approved).

"Social Comparison and Contact Theory: Implications for African American Managers' Career Development, Academy of Management 2002, Submitted to Gender and Diversity in Organizations Division.

SERVICE:

University

- *The Committee to Review Area H (Race, Gender, Ethnicity) of the Comprehensive Education Program, University of Nebraska-Lincoln.
- *Graduate Fellowships and Scholarship Committee

College of Business Administration

*Executive Committee, Faculty-At-Large Member, 2000-01 & 2001-2002

*Strategic Planning Committee, 2000

Department

*Grade Appeals & Social Committees

Community

*Board of Directors Lincoln Lancaster Red Cross

National

*Paper Reviewer, Academy of Management National Meeting 2001 & 2002, Gender and Diversity Division

WORK EXPERIENCE:

UNIVERSITY OF NEBRASKA-LINCOLN

Lincoln, Nebraska

Assistant Professor

August 2000-Present

Teaching, research and service responsibilities in the Department of Management in the College of Business Administration.

Instructor in Human Resource Development

August 1998-May 2000

Teaching and instructional responsibilities within the Department of Vocational and Adult Education. Course development and facilitation, class management and student consultations. Teaching human resources development courses covering Organization Development, Training and Development and Career Development theory and principles.

LINCOLN PUBLIC SCHOOLS

Lincoln, Nebraska

July 1993 - July 1998

Human Resources Specialist and Affirmative Action Officer

Responsibilities include managing the implementation of the district's Affirmative Action Program including education and training. Plan and arrange for the recruitment of racial/ethnic minority administrators, teachers, professionals and classified staff. Coordinate the Grow Your Own Minority Internship Program. Receive and investigate discrimination/harassment complaints. Manage the total employment process for classroom paraeducators including recruitment, selection, compensation, discipline and separation.

NEBRASKA STATE DEPARTMENT OF PERSONNEL

Lincoln, Nebraska

State Director of Personnel

March 1991 - February 1993

Responsible for the administration of the Department of Personnel. Subject to the review powers of the State Personnel Board, this position was responsible for development of personnel policy, specific administrative systems and the adoption, promulgation and enforcement of rules and regulations pertaining to personnel. Specific administrative systems responsible for included: Employment services, personnel records, personnel management, classification and compensation, employee benefits, labor relations and affirmative action for all State employees under the Classified System.

Administrator for Affirmative Action and Recruitment

May 1987 - March 1991

Division head responsibilities for directing and administering the State's Recruitment Program for staffing of vacant positions and the State of Nebraska Affirmative Action Program. This position required developing policy and procedures for recruitment and selection for state agencies; reviewing and approving code agency Affirmative Action programs; interpreting state statutes and federal regulations; advising agencies in management decisions; counseling employees and other constituents regarding discrimination, equal employment opportunity, Affirmative Action and employment issues; and directing training activities.

LOUISIANA STATE UNIVERSITY
Baton Rouge, Louisiana

August 1985 - April 1987

Manager of Employment/Employee Relations

Managerial function directing the activities of the Employment Office within the Department of Personnel Services. Responsibilities included academic and non-academic recruitment and placement; applicant testing and screening; employee counseling and grievance investigation; advising management regarding disciplinary and corrective actions; coordinating transfers, promotions, demotions and layoffs; and ensuring compliance with immigration regulations covering the employment of foreign nationals and exchange visitors. Other responsibilities included administering the Exit Interview Program and equal employment opportunity compliance.

H. J. WILSON COMPANY, INC.
Baton Rouge, Louisiana

February 1985 - May 1985

Manager of Corporate Recruitment and Placement

Responsible for managing the overall activities of the Placement Office and for the recruiting, screening and selection of job candidates for Computer Operations,

Engineering, Marketing and Administrative Divisions. Also served as the personnel representative to assist employees with problems for assigned areas of the company.

UNIVERSITY OF NEBRASKA-LINCOLN
Lincoln, Nebraska

June 1980 - July 1984

UNL Campus Director of Personnel

Direct responsibility and accountability for University of Nebraska-Lincoln Campus Human Resources programs for all non-academic personnel. Functional areas included classification and compensation, employment services, employee relations, employee benefits and employee records. Developed, implemented and analyzed policies, procedures and practices governing conditions of employment for University of Nebraska-Lincoln employees throughout the State.

LINCOLN ELECTRIC SYSTEM
Lincoln, Nebraska

December 1979 - June 1980

Human Resources Specialist

Responsible for managing the total employment function, including college and university recruiting. Also served as Affirmative Action and Equal Employment Opportunity Officer (researched and developed Company Affirmative Action Plan and investigated AA/EEO complaints). Some salary administration responsibilities.

LINCOLN TELEPHONE AND TELEGRAPH
Lincoln, Nebraska

January 1979 - December 1979

Human Resources Assistant

Primary duties in the area of salary administration. Analyzed, evaluated and implemented changes for salary programs and policies. Developed and coordinated a job description process for union and non-union positions. Developed and integrated manual and computer based records for salary adjustments and performance ratings. Researched and furnished data for salary surveys and handled special projects.

GENERAL MILLS, INCORPORATED

Assistant Human Resources Manager
Toledo, Ohio

June 1978 - November 1978

Provided total services for several functional areas of the Toledo Packaged Food Plant. Accountabilities included grievance handling and investigation, safety, employment, counseling, corrective action, and manpower development.

Human Resources Representative
Packaged Foods Operations Division
Minneapolis, Minnesota

January 1977 - June 1978

Served as Assistant to the Corporate Divisional Human Resources Manager with specific accountabilities in the areas of classification/compensation, employment, college and university recruitment, Affirmative Action, promotions and transfers, and providing services and information to plant locations as needed or requested.

Job Analyst Salary Administration
Corporate Human Resources
Minneapolis, Minnesota

June 1976 - December 1976

Entry level position in Personnel with responsibilities for initiation and coordination of salary administration activities for Corporate Staff Departments using the Hay Evaluation System. Wrote and revised job descriptions and classified positions and determined position evaluation.

GRANTS AND AWARDS

Received a Diversity Enhancement Grant for the development of a Semester Diversity Class for students in the College of Business Administration

HONORS AND AWARDS:

Outstanding African American Woman of Nebraska, Nebraska Commission on the Status of Women, 1993.

Builders Achiever's Award, Clyde Malone Community Center, 1991.

Listed in the 1980 Volume of Outstanding Young Women of America.

Consortium Fellowship for Graduate Study in Management, 1974 and 1975.

Waddel Fellowship for summer study, University of Ghana-Legion; Accra, Ghana, West Africa, 1973.

SPECIAL ACTIVITIES:

Developed and trained trainers for "WORDS COUNT" diversity training program for the

State of Nebraska.

Developed the "Insights Into State Government" program for minorities applying for employment with the State of Nebraska.

Developed and presented the "Affirmative Action Workshop Series" for employees of Lincoln Public Schools.

Co-presenter for the "Multicultural Foundation Training Module" for employees of Lincoln Public Schools.

Managed the planning of two Regional Conferences for Region VII of the American Association for Affirmative Action held in Lincoln, Nebraska in 1995 and Kansas City, Missouri in 1996.

Director of Christian Education, Mount Zion Baptist Church.

Consultant in the area of Affirmative Action Programming and Plan Development.

Public speaker on Racial Diversity and Multi-Cultural Awareness.

Program Developer and Presenter in Race Relations and Cultural Diversity Training.

Multi-Cultural Advisory Committee, Lincoln Public Schools.

Equity Monitoring Task Force, Lincoln Public Schools.

Courtesy appointment as Lecturer, Department of Management, College of Business Administration, University of Nebraska-Lincoln, 1981 to 1984.

Certified Instructor for Model-netics management development course, University of Nebraska-Lincoln, 1980 to 1985.

Member of the Program Committee for Japan-United States, Management Conference, University of Nebraska-Lincoln, 1981.

Appointed by Mayor of the City of Lincoln to the task force to study and make recommendations regarding the City's basic pay and merit program, 1984.

ASSOCIATIONS AND MEMBERSHIPS:

The Academy of Management

American Association for Affirmative Action - National Board of Directors 1990-1998, National

Secretary, Chair Public Information Committee, Region VII Alternate Director (1 term)
Region VII Director 1994-1998.

American Society for Personnel Administration

Co-Chair Finance Committee, HOPE (Helping Our People Excel)

American Association of School Personnel Administrators, Chair - Minority Caucus (1994-1997).

Board of Directors Malone Community Center, Vice President and Personnel Committee
Chair - 1980-84 and 1987-91.

Board of Directors Lincoln-Lancaster United Way, through 1994

City of Lincoln Human Rights Commission, through 1994

Lincoln Human Resource Management Association - past

Women's Health Linc - Community Advisory Board - past

REFERENCES:

Dr. Fred Luthans
(Chair-Ph.D. Program)
George Holmes Distinguish Professor of Management
Department of Management
271 College of Business Administration
University of Nebraska-Lincoln
Lincoln, NE 68588-0491
402-472-2324

Dr. Sang Lee
Chair-Department of Management
University Eminent Scholar, Regents Professor
209 College of Business Administration
University of Nebraska-Lincoln
Lincoln, NE 68588-0491
402-472-3915

Dr. M. Colleen Jones
Assistant Professor
Department of Management
262 College of Business Administration
University of Nebraska-Lincoln
Lincoln, NE 68588-0491

402-472-3001

Dr. Richard Torraco
Associate Professor
Department of Vocational and Adult Education
519 Nebraska Hall
University of Nebraska-Lincoln
Lincoln, NE 68588-0515
402-472-3853