

Patricia A. Baccili

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Education

Doctor of Philosophy, Psychology, concentration in organizational behavior, May 2001:
Claremont Graduate University, Claremont, CA.

Dissertation: Organization and Manager Obligations in a Framework of Psychological Contract Development and Violation.

Masters of Arts, Psychology, concentration in organizational behavior, May 1997:
Claremont Graduate University, Claremont CA.

Thesis: Consequences of Job Insecurity Among Employees Working in Small Businesses.

Master of Arts, Social-Organizational Psychology in the Department of Organization and Leadership, October 1993: Columbia University, New York, NY.

Bachelor of Science, Business Administration, May 1987: College of St. Elizabeth, Convent Station, NJ.

Awards and Distinctions

Awards

The Bentley College - Copenhagen Business School Award for Student Dissertation Work, presented at the 2002 Academy of Management Conference, Denver, CO.

Distinctions

Co-Chair, Professional Development Workshops, Career Division, 2003 Academy of Management, Seattle, WA.

Member, Local Area Coordination Committee, 2003 Academy of Management Conference, Seattle, WA.

Designer and lead organizer for an outbound Professional Development Workshop at the 2003 Academy of Management Conference, Seattle, WA.

Teaching Experience

Adjunct Faculty, 2002 to present. City University, Redmond, WA. Designed the online curriculum for the course, Managerial Leadership in the 21st Century, for the MBA program.

Adjunct Faculty, 2002 to present, City University, Redmond, WA. Teaching The Learning Organization to undergraduate students.

Teaching Assistant and Lecturer, 1998. Claremont Graduate University, School of Behavioral and Organizational Sciences, Claremont, CA. Taught Organizational Behavior, the required core doctoral course.

Adjunct Faculty, 1997-present. Claremont Graduate University, Claremont, CA. Taught a graduate course on Performance Management and Measurement in the Human Resource Design program.

Teaching Interests (in alphabetical order)

Group Dynamics

Internal and External Consulting Practicum

Leadership

Organizational Behavior

Organizational Development and Change

Organizational Psychology

Organizational Theory

Curriculum Design and Development

City University, Redmond, WA. Redesigning the undergraduate and graduate student orientation course. Adjunct Faculty, 2003.

City University, Redmond, WA. Redesigning the course on The Learning Organization. Adjunct Faculty, 2003

City University, Redmond, WA. Designed the online curriculum for the course, Managerial Leadership in the 21st Century, for the MBA program. Adjunct Faculty, 2003.

Claremont Graduate University, Claremont, CA. Assisted with revising the core course, Organizational Behavior, taught to doctoral students. Teaching Assistant, 1998.

Claremont Graduate University, Claremont, CA. Designed and developed an HRD course on Performance Management and Measurement. Adjunct Faculty, 1997.

Facilitation and Training Certification

Certified Facilitator: Team Spirit Workshops, 1998.

Vision Quest Facilitator, 1997.

NTL and Group Dynamics Training, 1992.

RIVA Focus Group Training, 1990.

Flawless Consulting, Peter Block, 1990.

Adult Learning and Training Experience

I have conducted workshops and made presentations in the following content areas as a human resource professional in the corporation and as an independent consultant.

Analyzing Assessment Data
Basic Quality Tools
Becoming an Internal Consulting
Behavioral Styles Inventory
Change Management
Communication in the Workplace
Coping and Stress Profile (Using and Understanding Results)
Conflict Management
Core Competency Development
Creating Readiness for Change
Customer Satisfaction and Measurement
Design Team Fundamentals
Developing Leadership Skills
Dimensions of Leadership Profile
Disc and Firo B (Using and Understanding)
Discovering Diversity Profile (Using and Understanding)
Effective Teams Work!
Employee Communication and Feedback
Employee Retention
Employee Selection Processes
Focus Point
Giving and Receiving Constructive Feedback
Goal Setting and Deployment
Group Dynamics
Identifying Roles and Responsibilities
Implementing Action Research
Leadership Effectiveness
Managing and Implementing 360 Degree Feedback Systems
Managing Work Expectations
Mediation
Performance Management and Measurement Systems
Performance Management Systems

Performance Measurement and Metrics
Personal Learning Insights
Process Alignment to New Technology
Process Consulting
Process Flow Charting
Process Management
Resolving Conflict with Diverse Groups
Self-Directed Team Formation and Cohesion
Self-Organizing Systems
Strategic Leadership Development
Strategic Planning
Team Design, Development and Implementation
Team Problem Solving
Team Spirit Workshop
The Effective Communicator
Time Mastery Profile
TQM Tools and Approaches
Transformational Leadership
Transforming Attitudes
Transition — The Personal Path Through Change
Understanding Affirmative Action
Valuing a Diverse Work Force
Valuing Diversity
Vision and Mission Development
Visioning: Individual, Team, and Organizational

Research Experience

Primary Research Interests

Employment Relationships

1. Differential psychological contract development.
2. Differential psychological violation, organizational change and the effects on employee attitudes and behavior.
3. The reciprocal relationship in the employee-manager psychological contract.
4. Development of a three level model of workplace integrity: 1) organizational, 2) group, and 3) individual/personal.
5. Effects of multiple foci of trust as a mediator and behavioral outcomes.
6. Consequences (i.e., work related psychological health, performance, OCBs, job satisfaction, trust, commitment) of past job loss on the degree of current job insecurity.
7. The qualitative assessment of artistic expression in change interventions.

Research-Related Projects

Claremont Graduate University, Claremont, CA. Human Resource Design Department, Assessment of Performance Management Systems, Adjunct Faculty, 1997.

Claremont Graduate University, School of Behavioral and Organizational Sciences, Claremont, CA. The Pasadena Consortium Project, Research Assistant, 1995-1996.

Department of Organization and Leadership, Teachers College, Columbia University, NY. Group Dynamics and NTL Practicum on Leadership, 1993.

Department of Organization and Leadership, Teachers College, Columbia University, NY. Work Concept Research, Research Associate, 1992.

Department of Organization and Leadership, Teachers College, Columbia University, NY. The BORIS Project, Research Associate, 1992.

Department of Organization and Leadership, Teachers College, Columbia University, NY. Restructuring Your Life After Losing Your Job, Reconnaissance Analysis and Life Skills Unit, Independent Researcher, 1992.

Manuscripts Under Review

Baccili, P. A. (2003). Effects of company and manager psychological contract violation on justice, affect and commitment. Paper presentation for the 2003 Academy of Management Conference, Seattle, WA.

Baccili, P. A. (2003). Differential effects of company and manager psychological contract violation on commitment and trust. Paper presentation for the 2003 Academy of Management Conference, Seattle, WA.

Manuscripts in Preparation

Baccili, P. A., & Granrose, C. S. (2003). A model of differential psychological contracts: Aligning the focus of psychological contract violation research with consequences.

Baccili, P. A., & Granrose, C. S. (2003). The relationship between job insecurity, psychological contract violations, and trust.

Baccili, P. A. (2003). Differential Psychological Contracts: When company and manager violations make a difference.

Baccili, P. A., & Donaldson, S. I. (2003). The effects of job insecurity on psychological health and job performance.

Baccili, P. A., & Donaldson, S. I. (2003). The spillover effect of job insecurity on personal and social relations: Examining the mediating role of job satisfaction.

Major Business Publications

Highlights Newsletter Snohomish County Public Utility District No. 1 (1998).
Ingredients for success: An update on the Customer Information System (CIS).
 Everett, WA: Baccili, P. A. (1998).

HR Reporter; The executive view on human resource management (June, 1992).
Bellcore transcends the suggestion box. Buraff Publications, Washington, D.C.:
 Interview with Baccili, P.A.

White Paper. Consequences of project management. Bellcore Board of Directors
 Meeting, Livingston, NJ: Baccili, P. A. (1991).

White Paper. Total Quality Management in a research arena. Bellcore Board of
 Directors Meeting. Livingston, NJ: Baccili, P. A. (1990).

Major Technical Reports (internal corporate documents not included)

Baccili, P. A. (1998). Focus Group Report on Utility Billing Process, Seattle Public
 Utilities. Seattle, WA.

Baccili, P. A. (1998). Report on Industry Trends in Outplacement Services, Moore and
 Associates. Seattle, WA.

Claremont Graduate University, Pasadena Consortium Team (1998). Final Report on
 Phase I, Wellness Foundation. Pasadena, CA.

Baccili, P. A. (1992). BORIS Project: Report on Outplacement Client Success, Lee
 Hecht Harrison. New York, NY.

Baccili, P. A. (1992). Life Skills Program: Restructuring Your Life after Losing Your
 Job Series. Teacher's College, Columbia University. New York, NY.

Conference Presentations

Baccili, P. A. (August 2002). Company and Manager Psychological Contract Violations:
 What Difference Does It Make Who Violates the Contract? Academy of
 Management Annual Conference, Denver, CO.

Baruch, Y., Granrose, C. S., & Baccili, P. A. (August 2002). Getting High - Career
 Journeys in the Rocky Mountains National Park. Professional Development
 Workshop for the Careers Division, Academy of Management Annual
 Conference, Denver, CO.

Baccili, P. A. (1998). Psychological Contracts and Consulting. Consultant-Client Symposium, Consortium of Eastern Consultants. Bellevue, WA.

Berger, D. E., Bledsoe, K. L., Bozar, C. W., & Baccili, P. A. (April, 1997). Careers in Applied Psychological Science. Western Psychological Association Convention, Seattle, WA.

Professional Memberships

- Academy of Management.
- American Psychological Association.
- Association of Small Businesses.
- Association of University Women.
- Society for Human Resource Management.
- Western Psychological Association.
- Women's Business Exchange, Seattle, WA.

General Community Activities

Mentor, Coming of Age Program for teenagers, Center for Spiritual Living

Teaching Assistant, Foundations Course, Center for Spiritual Living

Volunteer, Race for the Cure

Volunteer, Northwest Aids Foundation

Volunteer, Seattle Cancer Project

Professional References (in alphabetical order)

- 1) Dr. Katrina Bledsoe
College of New Jersey
Department of Psychology
Social Science Building, #110
2000 Pennington Road
Ewing, NJ 08628
Email: bledsoe@tcnj.edu
Telephone: (609) -771-2582

- 2) Dr. Cherlyn S. Granrose
Berry College
Campbell School of Business
2277 Martha Berry Hwy NW
Mount Berry, GA 30149-5024
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Telephone: (706) 290-2684
Fax: (706) 238-7926
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- 3) Dr. Denise Rousseau
H. John Heinz III School of Public Policy and Management
Carnegie Mellon University
4800 Forbes Avenue
Pittsburgh, PA 15213-3890
Email: rousseau@andrew.cmu.edu
Telephone: (412) 268-8470
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