

# CURRICULUM VITAE

**DEBRA D. EISCHEN, MS, PHD**

Southern Wesleyan University  
907 Wesleyan Drive, Central, SC 29630

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## SUMMARY OF QUALIFICATIONS

- A motivated and creative teacher with the ability to inspire students in a variety of venues including online, face-to-face and hybrid courses
- An innovative, strategic thinker with the ability to relate academic theories and principles to the problems and needs of individuals, society, and businesses
- An experienced professional focused on serving a diverse student population
- An excellent communicator employing effective listening techniques, creative public-speaking skills, and exemplary written communication skills
- Recognized as Faculty Member of the Year at Southern Wesleyan University in 2013; received the Genesis Teaching Award (2009; Utica, NY)

## EDUCATION

**PhD in Cultural Foundations of Education**, Syracuse University, School of Education, Syracuse, NY; May 2009; Dissertation entitled: *“IT’s in the Stories; the Power of Narrative Knowing in the Evaluation of a Student’s Internship Experience.”*

**Master of Science in Human Resource Management**, Chapman University, Orange, CA; 1994

**Bachelor of Arts in Psychology**, Columbia College, Columbia, MO; 1990

**Associate in Applied Science in Business**, SUNY Morrisville, Morrisville, NY; 1988

## RESEARCH INTERESTS

- Trends in human resource management in the 21<sup>st</sup> century workplace: recruitment, hiring, EEO initiatives, the glass ceiling and other perceived barriers for women and minorities
- Investigating the ways in which to motivate students to be entrepreneurial in their approach to work and a career; preparing students for the workplace by providing them current information and training in employability skills
- Experiential learning programs – the ways in which relationships are developed between colleges/universities and employers; the assessment of experiential learning programs; narrative as a means of understanding organizational culture and interns’ experiences
- Development of career planning curriculum to assist students in the transition from academia to the world of work

## TEACHING INTERESTS

- Human Resource Management Principles, Management Processes, Entrepreneurship, Team Dynamics, Organizational Behavior, Organizational Theory, Strategic Management, Workforce Development, Career Management, Employee Relations, Business Ethics, Business Communications, Marketing, Small Business Management, Institutional Storytelling, Sociology

## ACADEMIC EXPERIENCE

### Faculty, Management

Southern Wesleyan University, Central, SC

2010 – present

- **Design curriculum and utilize effective pedagogies** for a diverse student population including both non-traditional and traditional programs; courses include human resources, principles of management, ethics, entrepreneurship, organizational behavior, research, marketing, and career/life planning
- **Completed an online course focused on teaching** in an online venue; **designed online courses** in the area of human resources and employee training and development
- **Utilization of creative pedagogies in both the traditional classroom and online venue**; consistently receive **excellent evaluations from students** in regard to a high level of motivation and an ability to make the coursework relevant to the needs of the workplace
- The ability to embrace the diversity of students' experiences and knowledge resulting in **classes in which students are respected and their abilities validated**
- **Served on a variety of committees** focused on process improvement for both the traditional and non-traditional programs; **served on two Search Committees** for instrumental leadership positions

### Faculty, Management

Columbia College, Columbia, MO (satellite campus at Hancock AFB, Syracuse, NY)

2007 - 2010

- **Designed curriculum and utilized effective pedagogies** in teaching to a diverse adult student population in both MBA and undergraduate programs; courses included human resource management, organizational theory and business communications
- **Assisted students in the design and creation of professional portfolios** to enhance their personal marketability by showcasing both academic and professional accomplishments
- **Consistently received excellent evaluations from students**

### Faculty, Management

USC The Business College, Utica, NY and Canastota, NY

2007 - 2010

- **Designed curriculum and creatively instruct** in the areas of human resource management, entrepreneurship, strategic management, marketing, psychology, public speaking, business communication and career education. Employed pedagogies which addressed the needs of a diverse student population
- **Ability to inspire and encourage students** through innovative instructional techniques resulting in significant improvement in student retention and graduation rates
- **Assisted in the design and delivery of various marketing strategies** focused on recruitment and retention contributing to an increase in enrollment
- **Instrumental in establishing an alumni network** in order to increase the college's visibility and highlight graduates' stories of successful job placement

### Adjunct Faculty

1992 - 2007

- Maintained a part-time course load over a period of fifteen years in the evening program of an established two-year college; hired as a full-time faculty member in 2007.

**Director of Career Services**

1996 - 2007

Syracuse University, School of Information Studies, Syracuse, NY

- **Created and implemented** strategies, systems, and processes necessary to provide comprehensive career services to a diverse student population.
- **Acted as the liaison between the human resource representatives representing the employers (recruiters) and the students, faculty, and school;** developed strong recruitment relationships based on trust and respect.
- **Designed the curriculum and taught classes** focused on employability skills and individual marketing of one's knowledge, skills and abilities in the workplace; utilized innovative learning tools and reality-based experiences; assisted students in preparing an effective portfolio reflecting their uniqueness.
- **Designed, marketed, and presented seminars** to both undergraduate and graduate students on a variety of topics: self-marketing; goal setting and methods to achieve goals; navigating "life after school"; entrepreneurship, workplace and academic issues; locating and using resources on campus.
- **Met with students to provide counseling** on a variety of issues dealing with academics, life and work; assisted students from all ages and backgrounds in developing methods in which to solve problems and face challenges focused on the internship and job search.

**Instructor/Employment Coordinator**

1992 - 1996

Sidney Johnson Vocational Center, Syracuse, NY

- **Assisted students from underprivileged populations in career exploration** through vocational assessment, seminars, workplace tours, job shadow experiences, and information-gathering methods; helped students create portfolios and comprehensive employability plans.
- **Developed curriculum and taught classes** on workplace issues focused on diversity, team building, decision-making, empowerment and effective communication skills.
- **Instrumental in the placement of over 75%** of the students completing vocational programs; met the goals outlined in the grant funding for the program (Workforce Investment Act)
- **Established internship sites with a variety of local employers** in order for students to gain valuable insights and experiences.

## ENTREPRENEURSHIP EXPERIENCE

**Owner, On Cue with You**

1997 - present

- Founded a motivational public-speaking business focused on strategies to motivate people toward action; topics included: employability skills, entrepreneurship, small-business development, marketing, teamwork, customer service, conflict resolution, stress reduction
- Audiences were comprised of business professionals from both the private and public sector, high-school and college students, local and county government agencies, job seekers, and career changers; feedback from audiences consistently positive

## **CORPORATE WORK EXPERIENCE**

**Sales Representative**, Ames Distribution, Inc., Syracuse, NY

- **Successfully marketed** over 500 product lines to a million dollar discount retailer.

**Corporate Trainer**, AM International, Syracuse, NY

- **Provided technical instruction** to customers and sales personnel on a complete line of computerized typesetting and word- processing equipment.

## **PROFESSIONAL AFFILIATIONS**

Greenville Chapter of the Society for Human Resources Management (GSHRM)

Greenville Workforce Readiness Council (a subcommittee of GSHRM)

Christian Business Faculty Association

## **RESEARCH EXPERIENCE**

**Presenter: Christian Business Faculty Association, June 2012:** Topic: Faith Integration in an Online Learning Environment. Paper submitted: **“A Holy Collaboration: The Integration of Faith in the Online Environment”**

***Abstract:** There continues to be a variety of challenges in creating a collaborative and effective learning environment in the virtual world of online programs. The importance of the integration of faith in online courses is also of primary importance in Christian higher education. This paper focused on the pedagogical tools which may be utilized to deliver quality online education with an all-important emphasis on a Christian culture of caring and collaboration. With this approach, students are engaged to pursue meaning and purpose through the lens of a Christian worldview.*

**Co-Principal Investigator in NSF ITWF award #0420434 of \$300,000 awarded to Dr. Jeffrey Stanton from Syracuse University School of Information Studies entitled**

**"Information Technology Workforce (ITWF): Culture Clash! The Adverse Effects of IT Occupational**

**Subculture on Formative Work Experiences of IT Students."** Interviews of students conducted in this research utilized towards dissertation.

**Publication:** Guzman, I. R., Stanton, J. M., & Eischen, D. (2006). "Female Perceptions of the Information Technology Culture." In E. M. Trauth (Ed.), *Encyclopedia of Gender and Information Technology*: Information Science Publishing.

## **CERTIFICATIONS**

Global Career Development Facilitator Instructor Certification (*an internationally-recognized credential to teach the program required for Global Career Development Facilitator Certification*)

Global Career Development Facilitator Certification (an internationally recognized credential earned after completion of extensive coursework and relevant career-counseling experience)