

## Curriculum Vita (Complete version)

**ELLEN A. ENSHER, Ph.D.**

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### EDUCATION

**Doctor of Philosophy**, Organizational Psychology, May 1997.  
Center of Organizational Behavior and Sciences, Claremont Graduate University,  
Claremont, CA.

**Master of Public Administration**, May, 1990.  
Emphases: International Training and Development, Human Resource Management,  
School of Public Administration, University of Southern California, Los Angeles, CA.

**Bachelor of Arts**, cum laude, Psychology, May, 1987.  
Loyola Marymount University, Los Angeles, CA.

### AREAS OF RESEARCH

- Mentoring, Careers, Gender, and Diversity

### SUMMARY OF KEY SCHOLARLY ACCOMPLISHMENTS

- Awarded Fulbright Specialist for 2017 for visit to Finland.
- Recognized as “Best Researcher/Scholar” in the 2015 U.S. Higher Education Faculty Awards, Volume 2.
- First author of *Power Mentoring: How Successful Mentors and Protégés Get the Most Out of Their Relationships* (Jossey-Bass, 2005) with Susan Murphy. Qualitative research consisting of 50 in person interviews with CEO’s Presidents, and executives from media, technology, and politics resulting in theoretical development and best practice strategies. Sold over 12,000 copies.
- Published 1 book and 40 scholarly articles and book chapters. Published 15 popular articles, proceedings, and exercises. Made over 100 professional presentations. Published in journals including *Academy of Management Executive*, *Journal of Applied Behavioral Science*, *Journal of Vocational Behavior*, and *Leadership Quarterly*. Published in *Handbook of Mentoring* (B.R. Ragins and K.E Kram, Eds.).
- Frequent keynote speaker and presenter to CEO’s and executive teams. Conducted Tedx talk on How to Get a Mentor in 2013. Selected keynote speaker and

presenter to Kraft Foods, U.S. Navy, Legg Mason, Notre Dame University, Northwestern University Career Services, Sanofi, UCLA executive education program, World President's Organization, and Knowledge Resources in South Africa. Frequent presenter at annual scholarly conferences including Academy of Management, Western Academy of Management.

- Recipient of 15 LMU summer research and or curriculum development grants from 1998-present. Past recipient of \$27,000 American Fellowship grant from the American Association of University Women.

### **SUMMARY OF KEY TEACHING AND ADVISING ACCOMPLISHMENTS**

- Awarded 2017 Fritz B. Burns President's Distinguished Teaching Award for Loyola Marymount University
- Focus of teaching on Human Resource Management and Organizational Behavior classes for graduate and undergraduate students. Specialized courses taught in organizational development, training and development, and management skills.
- Wrote 20 scripts and filmed an online course for LinkedIn/Lynda on "How to Be a Great Mentor" in 2016. Currently developing second course on designing formal mentoring program for 2017.
- Recognized as "Best Teacher" in the 2015 U.S. Higher Education Faculty Awards, Volume 2.
- Write and maintain blog on Mentoring, Management, and Media and incorporate social media platform into classroom since 2010.
- 19 years of consistently being rated by students in the top tier of professors in the LMU College of Business.
- Designed and taught International HR class for LMU Rome, Italy for summer study abroad program in 2007 and LMU summer study abroad in Dublin, Ireland, in 2010.

### **SUMMARY OF KEY SERVICE AND PROFESSIONAL ACCOMPLISHMENTS**

- Selected as MM LaFleur's "Woman of the Week" in 2017.
- Selected as Faculty honoree for Beta Gamma Sigma for 2017.
- Guest on TV shows in Chicago, New York, and San Diego. Quoted frequently as a mentoring expert in *Fast Company*, *The New York Times*, *The Wall Street Journal*, *Money Magazine*, *USA Today*, and many other publications.
- Served in University leadership positions including: CBA Chair of Faculty Career Development Committee, Co-chair of Student Career Taskforce, CBA Chair of Ethics Task Force, Chair of Mentoring Task force for LMU Women's Leadership Council, Faculty Senator, Chair of Third Year Review Committee, and HR faculty search committee. Served on CBA Dean's strategic planning committee, University Faculty Housing Committee and Co-Chair of Search Committee for OB/HR Professor.
- Served academic community in leadership positions such as HR/Careers/OD track chair for the Western Academy of Management, Executive Board for the Gender and Diversity Division of the Academy of Management, AOM representative, Co-

Chair mentoring committee, and Chair of membership committee for GDO division. Served 2-year term as Western Academy of Management representative at large and member of executive board from 2010-2012.

- Served on advisory board for MentorNet, a nationally recognized e-mentoring program, from 2002-2006.

### PUBLISHED BOOK

- Ensher, E. A., & Murphy, S. E. (2005). *Power Mentoring: How Mentors and Protégés Get the Most Out of Their Relationships*. San Francisco, CA: Jossey-Bass.

### ACADEMIC ARTICLES AND CHAPTERS

- Grant-Vallone, E. & Ensher, E. A. (2017). Recrafting careers for mid-career faculty: A Qualitative study. *Journal of Higher Education*. In press.
- Ensher, E. A. , Nielson, T., & Kading, W. (2016). Career Defining Moments: Development of a Typology, *Journal of Career Development*, 1-17.
- Nielson, T., Ensher, E. A., & Grant-Vallone, E. (2016). High Tech, High Touch Tensions: Trends in Human Resource Management. K. Elsbach, Kayes, A, Kayes, C. D. (Eds), *Contemporary OB in Action*, Pearson Publishing.
- Ensher, E. A. (2013). E-mentoring as a critical e-learning approach: The impact of social presence on e-mentoring. *Communications and Network*, 5, 1-3.
- Ensher, E. A. (2013). David Clutterbuck on Mentoring and Coaching: A Commentary. *International Journal of Sports Science and Coaching*, 8(1), 183-185.
- Thomas, A., M. & Ensher, E. A. (2013). The Impact of Prior Mentoring Experiences and Computer-Mediated Communication Experiences on Willingness to Participate in E-mentoring. *International Journal of Mentoring and Coaching*, XI(1), April, 8-27.
- Ensher, E. A. & Murphy, S. E. (2011). The Mentoring Relationship Challenges Scale: The impact of mentoring stage, type, and gender. *Journal of Vocational Behavior*, 79, 253-266.
- Grant-Vallone, E. & Ensher, E. A. (2011). Opting In Between: Strategies used by professional women with children to balance work and family. *Journal of Career Development*, 38(4), 331-338.

- De Janasz, S., Ensher, E. A., & Heun, C. (2008). Virtual Relationships and Real Benefits: Using E-Mentoring to Connect Business Students with Practicing Managers *Mentoring and Tutoring*, 16 (4), 394-411.
- Murphy, S. E., & Ensher, E. A. (2008). A Qualitative Analysis of Charismatic Leadership in Teams: The Case of Television Directors, *Leadership Quarterly*, 19, 335-352.
- Ensher, E. A., & Murphy, S. E. (2007). E-mentoring: Next Generation Research Strategies and Suggestions. An invited chapter in the *Handbook of Mentoring*. Ragins, B. R., & Kram, K. E. (Eds.), CA: Sage Publications.
- Murphy, S. E., & Ensher, E. A. (2006). Best Practices of Prosocial Organizations in Youth Development. Chapter in *Mobilizing Adults for Positive Youth Development: Lessons from the Behavioral Sciences on Promoting Socially Valued Activities*, Rhodes, J.E., & Cleary, E. G. (Eds.), NY, NY: Springer Publications.
- Fagenson-Eland, E. A., Ensher, E. A., & Burke, W. W. (2004). Organization Development and Change Interventions: A Seven Nation Comparison. *Journal of Applied Behavioral Science*, 40, 432-464.
- Vance, C. M., Ensher, E. A., & Hendricks, F. M., & Harris, C. (2004). Gender-based vicarious sensitivity to disempowering behavior in organizations: Exploring an expanded concept of hostile working environment. *Employee Responsibilities and Rights*, 16(3), 135-147.
- Ensher, E. A., Heun, C., & Blanchard, A. (2003). Online mentoring and computer-mediated communication: New directions in research. *Journal of Vocational Behavior*, 63, 264-288.
- Vance, C. M., Young, A., & Ensher, E. A. (2003). Individual Differences in sensitivity to disempowering acts: A comparison of gender and identity-based explanations for perceived offensiveness. *Sex Roles: A Journal of Research*, 49(3-4), 163-171.
- Ensher, E. A., Nielson, T. R., & Grant-Vallone, E. (2002). Tales from the Hiring Line: Effects of the internet and technology on HR processes. *Organizational Dynamics*. 31(3), 224-244.
- Ensher, E. A., Grant-Vallone, E., & Marelich, W. (2002). Effects of perceived attitudinal and demographic similarity on protégés support and satisfaction gained from their mentoring relationships, *Journal of Applied Social Psychology*, 32, 1-26.
- Ensher, E. A., Murphy, S. E., & Sullivan, S. (2002). The boundaryless career in the entertainment industry: Examining the employment experiences of executive women. In Peiperl, M.A., Arthur, M. B., Anand, N. (Ed.). *Career Creativity:*

*Explorations in the Remaking of Work*, Oxford, UK: Oxford University Press, 229-254.

- Ensher, E. A., & Murphy, S. E., & Sullivan, S. (2002). Reel Women: Lessons from female TV executives on managing careers and real life. *Academy of Management Executive*, 16(2), 106-120.
- Vance, C. M., & Ensher, E. A. (2002). The voice of the host country workforce: A key source for improving the effectiveness of expatriate training and performance. *International Journal of Intercultural Relations*, 26(4), 447-461.
- Ensher, E. A., Thomas, C., & Murphy, S. E. (2001). Comparison of traditional, step-ahead, and peer mentoring on protégés' support, satisfaction, and perceptions of career success: a social exchange perspective. *Journal of Business and Psychology*, 15, 419-438.
- Ensher, E. A., Grant-Vallone, E., & Donaldson, S. I. (2001). Effects of perceived discrimination on job satisfaction, organizational commitment, organizational citizenship behavior, and grievances. *Human Resource Development Quarterly*, 12(1), 53-72.
- Grant-Vallone, E. J., & Ensher, E. A. (2001). An examination of work and personal-life conflict, organizational support, and employee health among international expatriates. *International Journal of Intercultural Relations*, 25, 261-278.
- Murphy, S. E., & Ensher, E. A. (2001). The role of mentoring support and self management strategies on reported career outcomes. *Journal of Career Development*, 27(4), 229-246.
- Donaldson, S. I., Ensher, E. A., & Grant-Vallone, E. (2000). Longitudinal examination of mentoring relationships on organizational commitment and citizenship behavior. *Journal of Career Development*, 26(4), 233-247.
- Ensher, E. A., Murphy, S.E., & Vance, C. M. (2000). Mentoring and self-management career strategies for entrepreneurs. *International Journal of Entrepreneurship*, 1(2), 99-108.
- Winsor, R. D., & Ensher, E. A. (2000). Choices made in balancing work and family: following two women on a seventeen-year journey. *Journal of Management Inquiry*, 9(2), 218-231.
- Grant-Vallone, E. J., & Ensher, E. A. (2000). Effects of peer mentoring on types of mentor support, program satisfaction and graduate student stress: A dyadic perspective. *Journal of College Student Development*, 41(6), 637-642.

- Murphy, S. E., & Ensher, E. A. (1999). The effects of leader and subordinate characteristics in the development of leader member exchange quality. *Journal of Applied Social Psychology, 29*(7), 1371-1394.
- Murphy, S. E., Goto, S. G., & Ensher, E. A. (1999). Advising young women of color: Cultural considerations for increasing effectiveness. In S. N. Davis, M. Crawford, J. Sebrechts, (Eds.), *Coming Into Her Own: Educational Success in Girls and Women*, pp. 244-259, San Francisco, CA: Jossey-Bass.
- Ensher, E. A., & Murphy, S. E. (1997). Effects of race, gender, perceived similarity and contact on mentoring relationships. *Journal of Vocational Behavior, 50*, 460-481.
- Ensher, E. A., & Murphy, S. E. (1997). Delivering successful training in a summer jobs training program. *Performance Improvement, 36*(1), 22-27.
- Murphy, S. E., & Ensher, E. A. (1997). The effects of culture on mentoring relationships: A developmental model. In S. Oskamp, & C. Granrose (Eds.), *Cross Cultural Work Groups*, 212-233, Thousand Oaks, CA: Sage Publications.
- Ensher, E. A., & Boler, J. (1995). Tales from consulting in Poland. *Performance and Instruction, 34*(4), 30-34.
- Vance, C. M., & Ensher, E. A. (1994). An experimental exercise for illustrating gender bias in career and other human resource management decisions. *Journal of Management Education, 18*(1), 98-104.

### PROFESSIONAL PUBLICATIONS

- Ensher, E. A. (November, 2014) Overcoming the Fear of Mentoring, *The Delta Sig: Journal of Delta Sigma Pi*, 14-15.
- Ensher, E., & Murphy, S.E. (2006, September). Tests and Challenges in Mentoring Relationships, *University Business*, Available online at: [www.universitybusiness.com/viewarticle.aspx?articleid=563&pf=1](http://www.universitybusiness.com/viewarticle.aspx?articleid=563&pf=1)
- Ensher, E. A. (2005-2006, Winter). Power Mentoring: Today Moving Up Isn't a One-Person Job. *Vistas, 9*(1), 40.
- Ensher, E., & Murphy, S. E. (2006). How to Make Power Mentoring Work for You. *Success from Home, 2*(5), 111-113.
- Murphy, S. E., & Ensher, E. (2006). Establish a Great Mentoring Relationship. *Training and Development, 60*(7), 27-28.

- Ensher, E., & Murphy, S. E. (2006). How to Get the Most Out Of a Mentoring Relationship. *American Management Association*. Available online at: [www.amanet.org/onsite/mentoring/get-most-out-mentoring.ht](http://www.amanet.org/onsite/mentoring/get-most-out-mentoring.ht)
- Ensher, E. A., & Hartley, J. (1992). The Employee Relations Game. *Training and Development*, 21-23.

### CONFERENCE PROCEEDINGS, NEWSLETTERS, EXERCISES, PROFESSIONAL PUBLICATIONS

- Ensher, E. A. (2005, Summer). Power Mentoring: Mentoring as a Two-Way Street. *MBA Perspectives Newsletter, Loyola Marymount University Newsletter*.
- Ensher, E. A. (2000, Fall) Faculty Viewpoint: Exploring new challenges for human resource management in an e-business environment. *LMU MBA Newsletter*.
- Grant-Vallone, E., & Ensher, E. A. (1999, April). Peer mentoring: The effect of social support on students' perceived stress during the first year of graduate school. *Proceedings of the Diversity in Mentoring Annual Conference*, pp. 107-116, Atlanta, GA.
- Vance, C. M., & Ensher, E. A. (1999). The promotion decision. In J. Gordon (Ed.) *Organizational Behavior: A Diagnostic Approach*, p. 81, Englewood Cliffs, New Jersey: Prentice Hall.
- Ensher, E. A. (1998, April). Mentoring as a process of social exchange: A theory-based approach. *Proceedings of the Diversity in Mentoring Annual Conference*, pp. 82-89, Tempe, AZ.
- Ensher, E. A. (1998, March). Mentoring: Myths, trends, and lessons learned. *South Bay Ledger*.
- Ensher, E. A. (1998, Summer). Mentoring in a dynamic career environment. *The Mentoring Connection*.

### MEDIA APPEARANCES AND CITATIONS

- Cited in publications including: *Associated Press, International Herald Tribune, New York Times, The Wall Street Journal, USA Today, Details, Insight Magazine and Success Magazine*.

- In 2016, featured in two podcasts and cited in the *Wall Street Journal*, *Healthcare Financial Management Association* article, *LMU Magazine*, and *NPR online magazine*.
- In 2015, cited in USA Today, (September) on the dos' and don'ts of finding a mentor in your first job.
- In 2014 cited in *Fast Company* (January and October), *Forbes*, (April), featured in *Mentoring Matters Newsletter* published by the Center for Mentoring Excellence, and interviewed on the air by *Women's Leadership Success Radio*.
- In 2013, cited in *Money Magazine* and *Entrepreneur Magazine*, and in a white paper for McClean consulting.
- In 2013, featured as the educator of the month in McGraw Hill's Management Newsletter for Educators (April, 2013), S. Cady (Ed), V5(4), 1-14.
- In 2013, featured in the national publication of Delta Sigma Pi in the Delta Sig of Delta Sigma Pi section (March, 2013), pg. 19
- In 2012 cited in Citibank sponsored website, [www.virtualcampus.fortefoundation.com](http://www.virtualcampus.fortefoundation.com), University of Phoenix Alumni Magazine, and Avionics News.
- Cited in Forbes.com in March 2010, the Wall Street Journal (October, 22, 2009) and Success Magazine (April, 2009), Connections, (March, 2009) and Vistas (Spring, 2009).
- Featured expert on mentoring for the Nan Russell "Work Matters" radio show in October, 2009.
- Featured expert on mentoring for podcast for Hewlett Packard in November, 2009. Interviewed by Shawna Corday, Executive Coach.
- Featured expert on mentoring for podcast interview for the International Association of Contract and Commercial managers ([www.iaccm.org](http://www.iaccm.org)) in August, 2008.
- Featured in "Ask the Expert" series for podcast interview for Mindtools in August, 2008.
- TV interview on "First Business" on WFBT-TV in Chicago, IL on March 8, 2006.
- TV interview on "Fortune Business Report" for NY1 News TV, NY, NY on March 9, 2006.
- Radio interview on "Business Minute" for KFWB-AM in Los Angeles, CA on January 26, 2006.

- TV interview on morning news for Fox TV in San Diego in December, 2005.
- Radio interview for “Small Business Advocate” in December, 2005.
- Profiled in special section of the *Los Angeles Loyolan* as one of the women who have shaped LMU’s history (March 29, 2006).

### **GRANTS AND AWARDS**

- Fulbright specialist awardee, 2017.
- Awarded Fritz B. Burns President’s Distinguished Teaching Award for LMU, 2017.
- Beta Gamma Sigma Faculty honoree, 2017.
- Recipient of 15 LMU summer research and or curriculum development grants from 1998-present.
- Best Paper, 2010, Western Academy of Management.
- Herstory Awardee for Women’s History Month at LMU, 2007.
- Delta Sigma Pi (Business Fraternity) inductee (student selected), 2007.
- American Fellowship grant recipient (2002), from the American Association of University Women (AAUW) for \$27,000.
- Best Paper winner (2002), Western Academy of Management.
- Ascendant Scholar (2001), Western Academy of Management.
- Best Paper nominee for Careers division (1999), Academy of Management.

### **SELECTED PRESENTATIONS**

- Ensher, E. A. (June, 2017) forthcoming. How to Design a Formal Mentoring Program. Wrote 20 original scripts and presented class online via Lynda.com/LinkedIn Learning.
- Ensher, E. A. (October, 2016). How to be a Good Mentor. Wrote 20 original scripts and presented class online via Lynda.cm platform.

- Ensher, E. A. (August, 2016). A Critical Dialogue on Mentorship vs. Sponsorship. Symposium presenter at the Academy of Management, Anaheim, California.
- Ensher, E.A. (August, 2016). Innovative and Experiential Approaches to Teaching HRM. Professional Development Workshop presenter at the Academy of Management, Anaheim, California.
- Grant-Vallone, E. & Ensher, E. A. (March, 2016). Mid-Career Faculty Engagement and Job Crafting. Developmental Paper presented at Western Academy of Management, Portland, Oregon.
- Ensher, E. A. (February, 2016). Power Mentoring Approach to Career Development. Presented to UCLA Executive Education, Westwood, California.
- Ensher, E. A. (January, 2016). Power Mentoring webinar. Presented to Northwestern alumni through Career Services. Online webinar.
- Ensher, E. A. & Nielson, T, Co-chairs, Symposium (March 2015) *Mahalo for Mentoring Research” New Directions in Mentoring” Research Designed to Make Something Good Even Better*, Western Academy of Management, Kauai, Hawaii.
- Ensher, E. A., Nielson, T. Kading, W. (March, 2015) Career Defining Moments: Development of a Typology, Paper presented at Western Academy of Management, Kauai, Hawaii.
- Ensher, E.A & Clark, M. (May, 2014). *Opting in and Opting Out: Developing a Research Agenda*. Roundtable presented at the Society for Industrial Organizational Psychology, Honolulu, Hawaii.
- Ensher, E. A. & Murphy, S. E. (May, 2014), Mentoring Graduate Students: Scientific Findings and Practical Tips, Chair (Jennifer Nahrgang), Panel presentation with: Gary Latham & Dan Scarlicki and John Hollenbeck & Jeffrey La Pine, Society for Industrial Organizational Psychology, Honolulu, Hawaii.
- Ensher, E. A. (August, 2014). *Social Media and HR*: Presented as part of a professional development workshop, Experiential HR: A Potluck for Reviving and Expanding Your Repertoire, Chairs, Suzanne de Janasz & Caren Goldberg, Academy of Management, Philadelphia, PA.
- Ensher, E. A. & Murphy, S. E. (August, 2014). Mentoring: Tips, Best Practices, and Life-Changing Stories from the Experts, A panel presentation, Chairs, Jennifer Nahrgang, Crystal Fahr, & Sumir Nurmohamed, Academy of Management, Philadelphia, PA.

- Ensher, E. A. (March, 2014). Presenter, Developmental Paper Session, Discernment Theory and Scale Development, Western Academy of Management, Napa, California.
- Ensher, E. A. (April, 2013). Tedx, Loyola Marymount, Featured Speaker, *How to Get a Mentor*, Los Angeles, California. Talk available at [www.ellenensher.com](http://www.ellenensher.com)
- Ensher, E. A. (March, 2013). Chair and Presenter, Symposium, *Constructive Conversations on New Directions in Careers and Mentoring*, Western Academy of Management, Santa Fe, New Mexico.
- Ensher, E. A. (May, 2012). Mentoring Keynote Kickoff Session, *Chicago Healthcare Executives Forum Meeting*, Chicago, Illinois.
- Ensher, E. A. (June, 2012) Mentoring Success Strategies for Religious, *Sisters of the Holy Cross, St. Mary's/Notre Dame University* South Bend, Indiana.
- Ensher, E. A. (June, 2012). *Hot Topics in Healthcare*, Webinar facilitated for joint Notre Dame/Chicago Healthcare Executives, South Bend, Indiana.
- Ensher, E. A. (August, 2012). *Advanced Strategies for Mentoring Success*, online webinar for Chicago Healthcare Executives Forum.
- Ensher, E. A. (October, 2012). *Action Research in Mentoring*. Chicago Healthcare Executives Forum, Chicago, Illinois.
- Ensher, E. A. (February 2012, August, 2012). *Everything you wanted to know about mentoring but were too afraid (or too busy) to ask*, Online discussion board forum. Davidson Institute, online.
- Ensher, E. A. (July, 2012). *Mentoring as a key career development tool*, Sanofi, Salt Lake City, Utah.
- Ensher, E. A. (September, 2012). *Best Practices in Mentoring*, LMU CBA Dean's Business Advisory Council Meeting, Los Angeles, California.
- Ensher, E. A. (December, 2012), *Mentoring for High Potentials*, Legg Mason, Baltimore, Maryland.
- Thomas, A. & Ensher, E. A. (March, 2012), Prior Mentoring and Computer-Mediated Experiences Influence on Willingness to Engage in E-Mentoring, *Scholarship of Teaching and Learning Conference*, Georgia Southern University, Statesboro, Georgia.
- Ensher, E. A. & Murphy, S. E. (April, 2010), Mentoring Relational Challenges Scale Development and the Impact of Stages, Types, Context, and Gender on Mentoring

Relationships, Western Academy of Management, *Best Conference Paper Winner*, Kona, Hawaii.

- Ensher, E. A. & Grant-Vallone, E. (March, 2009). Opting In: How Professional Women Successfully Balance Careers. A paper presented in symposium “Managing Smart: Choices and Approaches in Work Life Balance (Chaired by Ellen A. Ensher). Western Academy of Management, Midway, Utah.
- Murphy, S. E. & Ensher, E. A. (April, 2009). You... Complete Me: Matching Mentor Prototypes. A paper presented in symposium, “What did you expect? Managing Expectations in Mentoring Relationships.” (S. E. Murphy and B. R Ragins, Co-chairs), New Orleans, Louisiana.
- Ensher, E. A. (October, 2008). Women and Mentoring. A lunch session presented to the Women’s Leadership Exchange of Direct TV, El Segundo, CA.
- Ensher, E. A. (September, 2008). Mentoring Success Strategies Workshop, presented to the Sisters of the Holy Cross as part of the Notre Dame executive education development program, South Bend, IN.
- Ensher, E. A. (April, 2008), The Power of Peer Mentoring: Building a Network of Support. Symposium presented with W. Marelich and E. Grant-Vallone at the Western Psychological Association, Anaheim, CA.
- Ensher, E. A. (April, 2008). Wax On, Wax Off: Mentoring Lessons for Executives and Scholars. Invited Symposium Presenter at the Western Psychological Association, Anaheim, CA.
- Ensher, E. A. (February, 2008). Becoming an Active Protégé, A Keynote Presentation to the Associates Retreat of Psomas managers, Los Angeles, CA.
- Ensher, E. A. (January, 2008). Mentoring as an Antidote to the Baby Boomer Brain Drain, An invited presentation to the Commander and Executives of the Corona Division of the U. S Navy, Norco, CA.
- Ensher, E. A. (2007, November). What We Know and Don’t Know about Mentoring, An invited presentation to the mentoring committee of Corona, U.S. Navy, Norco, CA.
- Ensher, E. A. (2007, September) Mentoring for Active Protégés, An invited presentation to the mentoring committee of Kraft Foods, Tarrytown, New York.
- Ensher, E. A. (2007, April) Mentoring Strategies and Success Stories, California Psychological Association, Anaheim, CA.

- Ensher, E. A. (2007, April). Best Practices of Formal Mentoring Programs, Psomas Principals Retreat, Huntington Beach, CA.
- Ensher, E. A. Author and Symposium Chair (2007, March). Thriving During Times of Chaos: Learning from the Best Practices of Executives and Scholars. Western Academy of Management, Missoula, Montana.
- Ensher, E. A. (2007, February). Mentoring as a Succession Planning Tool in City Government, City of Santa Clarita invited speaker, Santa Clarita, CA.
- Ensher, E. A. (2006, November). Power Mentoring, A featured speaker at The California Professionals in Employee and Labor Relations Association, Monterrey, CA.
- Ensher, E. A. (2006, October). What Every President Needs to Know about Mentoring. A mini-university for World President's Organization, Los Angeles, CA.
- Ensher, E. A., & Murphy, S. E. (2006, August). Conducted 2-day workshops in Johannesburg and Capetown for Knowledge Resources in South Africa.
- Ensher, E. A. (2006, June). Power Mentoring, A keynote speaker for Webinar for senior executive team, Aon Corporation, Chicago, IL (via remote).
- Ensher, E. A., & Murphy, S. E. (2006, April). Mentoring Success Strategies for Executives, A presentation to the CEO and his executive team of Western Digital, Lake Forest, CA.
- Ensher, E. A. (2006, March) Power Mentoring: Lessons learned and applications. LMU President's Day, Loyola Marymount University, Los Angeles, CA.
- Ensher, E. A. (2005, December). *Power Mentoring: An Overview and Strategies for Professionals*. Featured Speaker for the LMU Alumni Lifelong Learning Series, Newport Beach, CA.
- Ensher, E. A. (2005, October). *Power Mentoring: How Successful Mentors and Protégés Get The Most Out of Their Relationships*. Featured Speaker for Doctoral and Faculty Colloquium, Claremont, CA.
- Ensher, E. A. (2005, September). *E-Mentoring: What's Different About It and Why Would You Use It?* Presented as part of day-long workshop entitled "Success through Mentoring" at the National Meeting of the Society for the Advancement of Chicanos and Native Americans in Science, Denver, CO.
- Ensher, E. A. (2005, September). *Power Mentoring: Tools for Trainers*, Featured Speaker at the Organization Development Division meeting of the American Society of Training and Development, Santa Monica, CA.

- Ensher, E. A., & Murphy, S. E. (2005, August). *Virtual Mentoring presented as part of the symposium entitled Creating New Visions of Mentoring: Building Bridges and Making Waves* (Belle Rose Ragins and Kathy Kram, Chairs), Academy of Management, Honolulu, Hawaii.
- Murphy, S. E., & Ensher, E. A. (2005, March). *Career Self Management: The Role of Mentoring, Different Self-Management Strategies, and Gender*. Western Academy of Management, Las Vegas, Nevada.
- Fagenson-Eland, Ragins, B. R., & Ensher, E. A. (2004, August). *Two Heads are Better than One: Research and Networking- Mentoring Workshop*. Academy of Management, New Orleans, Louisiana.
- Ensher, E. A., & Murphy, S. E. (2004, August). Turning Mentoring into Actionable Knowledge Symposium. (S. de Janasz, Chair) Academy of Management, New Orleans, Louisiana.
- Ensher, E. A., de Janasz, S., & Heun, C. (2004, August). *Virtual Relationships and Real Benefits*, Academy of Management, New Orleans, Louisiana.
- Murphy, S. E., & Ensher, E. A. (2004, August). A Qualitative Analysis of Charismatic Leadership in Teams: The Case of Television Directors. In McGrath, C. A., Vance, C. M., & Ensher, E. A., (2004, February), *Non-Traditional Feedback and Evaluation Ideas*, Western Organizational Management Teaching Conference, Malibu, CA.
- McGrath, C. A., Vance, C. M., & Ensher, E. A. (2004, February), *Non-Traditional Feedback and Evaluation Ideas*, Western Organizational Management Teaching Conference, Malibu, CA.
- Murphy, S. E., & Ensher, E. A. (2003, October). *Possible Contributions of Workplace Mentoring Research to the Study of Youth Mentoring Programs*. An invited presentation prepared for the National Research Summit on Mentoring, Kansas City, MO.
- Ensher, E. A. (2003, August). *How to Build Developmental Networks: Tools and Techniques for Effective Mentoring*. An invited professional development network sponsored by the mentoring committee of the Academy of Management, Seattle, Washington. (Other session presenters included G. Baugh, L. Bisk, S. Blake-Beard, K. Kram, B. R. Ragins, T. Scandura, D. Thomas).
- Mendenhall, M., Vance, C., & Ensher, E. A. (2003, August). *Accentuate the Negative: Negative Affect Experiences as a Valuable Source of Self-Directed Learning in Cross-Cultural Adjustment*. Careers Division Symposium for Academy of Management, 2003.

- Ensher, E. A. (2003, April). E-mentoring career benefits: Real or virtual? Panel presentation entitled, From high tech workers to welfare moms: developing potential in unexpected places. Western Academy of Management, Palm Springs, CA.
- Ensher, E. A. (2003, January). Enhancing HR careers through networking and mentoring. Featured speaker for our LMU HRNet professionals event for students, alumni, and friends.
- Ensher, E. A., Heun, C., & Blanchard, A. (2002, August). Online mentoring and computer-mediated communication: New directions in research. Academy of Management, Denver, Colorado.
- Fagenson-Eland, E., & Ensher, E. A. (2002, July). A seven nation comparison of OD practices: An application of Hofstede's four frames. International Western Academy of Management, Lima, Peru.
- Ensher, E. A., & Vance, C. M. (2002, July). A qualitative approach to discerning strategies for obtaining an international career in East Asia. International Western Academy of Management, Lima, Peru.
- Ensher, E. A. (2002, July). Cross-cultural challenges of organizational behavior in the 21<sup>st</sup> century: vision, leadership, organization development, and career development. Session Chair. International Western Academy of Management, Lima, Peru.
- Ensher, E. A., & Murphy, S. E. (2002, May). Power mentoring: Lessons from the top. American Association of University Women Santa Monica chapter meeting, Santa Monica, CA.
- Ensher, E. A., & Padernacht, S. (2002, March). When the walls came down at the Los Angeles Times: A case study. Western Casewriters Association, Santa Fe, New Mexico.
- Ensher, E. A., Nielson, T.R., Grant-Vallone, E. (2002, March). Traditional HR to E-HR: Effects of the Internet, Technology, and E-business. Western Academy of Management, Santa Fe, New Mexico.
- Young, A., Vance, C. M., & Ensher, E. A. (2002, March). Individual Differences in Sensitivity to Disempowering Acts: A Comparison of Gender and Identity-Based Explanations for Perceived Offensiveness. Western Academy of Management, Santa Fe, New Mexico. *Best paper winner.*
- Ensher, E. A. (2002, February). Developing simple games for enhancing class interest. Western Organizational Teaching Management Conference, Los Angeles, CA.

- Ensher, E. A. (2002, January). Master mentors and their protégés. American Association of University Women, Whittier Branch chapter meeting, Whittier, CA.
- Ensher, E. A., Ragins, B. R., Fagenson-Eland, E. Co-chair (2001, August). Two heads are better than one: Networking and research in progress workshop. Academy of Management, Washington, D.C.
- Ensher, E. A. (2001, August). Discussant. Mostly mentoring: predictors and outcomes of mentoring experiences. Academy of Management, Washington, D.C.
- Ensher, E. A. (2001, April). Ascendant Scholars Presentation. Western Academy of Management, Sun Valley, Idaho.
- Ensher, E. A., Murphy, S. E., & Sullivan, S. E. (2001, April). Women executives in the TV industry: Career movement and success strategies. Western Academy of Management, Sun Valley, Idaho.
- Ensher, E. A. (2001, April). Symposium Chair. New forms of relationships in cyberspace: E-mentoring, online relationship formation, and virtual group development. Western Academy of Management, Sun Valley, Idaho.
- Ensher, E. A., Heun, C., & Blanchard, A. (2001, April). Mentoring in cyberspace: The roles of friend, counselor, coach, and teacher. Western Academy of Management, Sun Valley, Idaho.
- Ensher, E. A. (2000, August). Session facilitator. Decisions on mentoring and moving. Academy of Management, Toronto, Canada.
- Vance, C. M., Ensher, E. A., & Hendricks, F. M. (2000, August). Gender and Racio-ethnic differences in psychological responses to the workplace, Academy of Management, Toronto, Canada.
- Ensher, E. A. Grant-Vallone, E., Blanchard, A.L., McGrath, C., & Murphy, S.E. (2000, April), Workshop co-coordinator and presenter, In search of a common story: The utilization of qualitative methods to explore employees' careers, work-personal life, and virtual interactions. Western Academy of Management, Waikoloa Beach, Hawaii.
- Ensher, E. A., & Murphy, S. E. (2000, April). Substitutes for Mentoring, Western Academy of Management, Waikoloa Beach, Hawaii.
- Vance, C. M., Ensher, E. A, & Hendricks, F. M. (2000, April). Gender-based sensitivity to disempowering behavior in organizations: exploring an expanded concept of hostile working environments. Western Academy of Management, Waikoloa Beach, Hawaii.

- Ensher, E. A., Murphy, S. E., & Sullivan, S. E. (2000, March). The boundaryless career in the entertainment business: examining the employment experiences of executive women. Creative Careers Conference, London, UK.
- Ensher, E. A. (2000, March). Re-organizing the organizational career. Panel and Debate with M. Arthur, T. Hall, & J. Marshall, Creative Careers Conference, London, UK.
- Ensher, E. A. (1999, December). Self-Management to Super Leadership, Director's Meeting. Loyola Marymount University, Los Angeles, CA.
- Ensher, E. A., Thomas, C., & Murphy, S. E. (1999, August). Comparison of Traditional, Step-ahead, and Peer Mentoring on Protégés' Support, Satisfaction, and Perceptions of Career Success: A Social Exchange Perspective. Academy of Management, Chicago, IL. Paper nominated for Best Traditional Paper in Careers Division.
- Ensher, E. A., Grant-Vallone, E., & Marelich, W. (1999, August). Contrasting Effects of Perceptions, Race and Gender on Mentoring Relationships. American Psychological Association, Boston, MA.
- Grant-Vallone, E., & Ensher, E. A. (1999, April). Peer Mentoring: The Effect of Social Support on Students' Perceived Stress during the First Year of Graduate School. Diversity in Mentoring, Atlanta, GA.
- Ensher, E. A., Grant-Vallone, E., & Marelich, W. (1999, March). Effects of Perceived Attitudinal and Demographic Similarity on Protégés' Support and Satisfaction gained from their Mentoring Relationships. Western Academy of Management, Redondo Beach, CA.
- Donaldson, S. I., & Ensher, E. A., & Grant-Vallone, E. (1999, March). Effects of Perceived Discrimination on Grievances, Organizational Citizenship Behavior, Job Satisfaction, and Organizational Commitment. Western Academy of Management, Redondo Beach, CA.
- Ensher, E. A. (1999, March). The Power of Perceptions of Careers and Organizational Outcomes. Session Chair, Western Academy of Management, Redondo Beach, CA.
- Ensher, E. A. (1999, February). An Experiential Approach to Teaching Organizational Structure. Western Organizational Management Teaching Conference, Orange, CA.
- Grant-Vallone, E., & Ensher, E. A. (1998, August). The Effect of Work and Personal Life Conflict on the Vitality and Depression of Expatriates. Paper presented at the Academy of Management, San Diego, CA.

- Grant-Vallone, E., & Ensher, E. A. (1998, August). Work-Personal Life Conflict, Organizational Support, and Expatriates' Well-Being. Poster presented at the American Psychological Association, San Francisco, CA.
- Ensher, E. A. (1998, April). Mentoring as a Process of Social Exchange: A Theory-Based Approach. Paper presented at the Diversity in Mentoring Conference, Tempe, Arizona.
- Ensher, E. A. (1998, March). The Effect of Mentor-Protégé Exchanges on Mentoring Relationships and Career Outcomes. Paper presented at Western Academy of Management, Portland, Oregon.
- Grant-Vallone, E., & Ensher, E. A. (1998, March). Longitudinal Examination of Mentoring on Organizational Commitment and Citizenship Behavior. Paper presented at Western Academy of Management, Portland, Oregon.
- Ensher, E. A., & McKenna, R. (1998, February). Take me out to the Ball Game: Experimental Exercises for the Classroom and Workplace. Workshop presented at Western Organizational Management Teaching Conference, San Francisco, CA.
- Ensher, E. A. (1998, February). Mentoring: Myths, Trends, and Lessons Learned. Paper presented at the Chapter meeting of South Bay Management Accountants Association, Manhattan Beach, CA.
- Ensher, E. A. (1998, January). New Developments in Mentoring Theory. LMU Junior Faculty Colloquium, Loyola Marymount University, Los Angeles, CA.
- Ensher, E. A., & Cohn, R. (1997, October). Developing Mentor and Protégé Training as a Win-Win. Workshop presented at the American Society of Training and Development, Los Angeles, CA.
- Ensher, E. A., & Murphy, S. E. (1996, April). The Effect of Race and Gender on Mentoring Relationships. Poster session presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
- Murphy, S. E., & Ensher, E. A. (1995, November). A Program Evaluation of the Los Angeles Times Summer Jobs Training Program. Paper presented at the International Evaluation Conference, Vancouver, B.C., Canada.
- Ensher, E. A., & Murphy, S. E. (1995, April). An Analysis of Mentor Functions in a Youth Mentoring Program. Poster session presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.

- Ensher, E. A. (1995, April). Mentoring Issues for Woman and Minorities. Workshop presented at spring meeting of California Women in Higher Education, Loyola Marymount University, Los Angeles, CA.
- Ensher, E. A. (1995, March). A Day at the Movies: Using Movie Clips to Teach Organizational Behavior. Workshop presented at the annual meeting of the Western Organizational Management Teaching Conference, Cal Poly Pomona, Pomona, CA.
- Ensher, E. A. (1994, April). Dual-Career Couple Decision Making. Poster presented at the annual meeting of the Western Psychological Association, Kona, Hawaii.
- Ensher, E. A., Wittig, M. A., & Vance, C. M. (1994, March). Analysis of Gender Based Rationales for Career Decisions in Dual-Career Couples. Paper presented at the annual meeting of the Western Academy of Management, Santa Fe, New Mexico.
- Ensher, E. A. (1993, March). Exploring Gender Bias. Paper presented at the California Lutheran Graduate Conference, California Lutheran University, Thousand Oaks, CA.
- Vance, C. M., & Ensher, E. A. (1992). An Exercise for Illustrating Gender Bias in Career and other Human Resource Management Decisions. Workshop conducted at the annual meeting of the Organizational Behavior Teaching Conference, Calgary, Canada.
- Ensher, E. A. (1992, March). The Effect of Workforce Diversity on Hospital Managers and Employees. Workshop presented at the International Hospital Supply Management Association, Long Beach, CA.
- Ensher, E. A. (1991, September). Assimilation into U.S. Culture: A Hospital Case Study. Workshop presented at the bi-monthly meeting of the Cultural Diversity Division, American Society of Training and Development, Antioch University, Los Angeles, CA.
- Ensher, E. A. (1991, March). Intergroup Conflict: Discussion and Dialogue. Workshop presented at the bi-monthly meeting of the Cultural Diversity Division, American Society of Training and Development, University of California, Los Angeles, CA.

### TEACHING EXPERIENCE -ACADEMIC

- Taught for the executive education programs at the University of Notre Dame and University of California, Los Angeles.

Designed and periodically teach the following courses for graduate students (MBA) at Loyola Marymount University

- Organization Development and Change

Designed and periodically teach the following courses for undergraduate students at Loyola Marymount University unless indicated otherwise:

- Managing People and Organizations, Fall 2011- present
- Management Skills, Fall 2012-present
- International Human Resource Management  
Loyola Rome, Summer 2007, Trinity College, Dublin, Ireland in Summer 2010
- Human Resource Management
- Training and Development
- Employee and Labor Relations
- General Psychology
- Organizational Psychology  
Claremont McKenna College, Spring 1996  
Loyola Marymount University, Fall 1995
- Group Dynamics  
Lee College, University of Judaism, Fall 1993
- Organizational Behavior  
Bielsko Biala Business Academy (Bielsko Biala, Poland), September 1993

### ADVISING EXPERIENCE

- Undergraduate Student Advisor (Fall 1998-present), Loyola Marymount University.
- Co-faculty Advisor for Human Resource Network (previously called Professionals in Human Resources Association) (1997-2004), Loyola Marymount University.

- Group Faculty Advisor for Comparative Management Systems 1999 (Fall 1998-Summer 1999). Focus on eco-tourism in the South Pacific. MBA Program, Loyola Marymount University.

### CORPORATE CONSULTING EXPERIENCE

Over 25 years experience in curriculum design, training and career development. Partial past client list includes:

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|---------------------------------------|---------------------------------------|--|
| • Aon Corporation                     | • Knowledge Resources (South Africa)  | • Psomas                                       |
| • California State University, Pomona | • Korean Youth in Community Center    | • Sanofi                                       |
| • Centinela Hospital Medical Center   | • Kraft Foods                         | • Sanwa Bank                                   |
| • Chicago Healthcare Executives Forum | • Legg Mason                          | • Sisters of the Holy Cross                    |
| • City of Santa Clarita               | • Los Angeles Unified School District | • Times Mirror Corporation                     |
| • Davidson Institute                  | • Los Angeles Times                   | • United States Navy                           |
| • Direct TV                           | • Notre Dame University               | • University of California, Los Angeles (UCLA) |
| • E! Entertainment                    | • Northwestern University             | • University of Southern California            |
| • Home Improvement Warehouse          | • Petronas (Kuala Lumpur, Malaysia)   | • Western Digital                              |
|                                       |                                       | • World Presidents Organization                |

