**VIRGINIA E. SCHEIN, Ph.D.**

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Organizational psychologist with over 45 years of managerial, consulting and academic experience. Accelerates shifts in policy and strategy by implementing change management tactics and brings expertise in talent optimization, diversity management and performance programs. Top-tier management and consulting experience reflects the insurance industry, financial services, telecommunications, nonprofits and premier business schools.

**Employers/Client List Summary**

American Management Association JP Morgan Chase

British Telecommunications Life Office Management Association

Citizens Utilities MetLife

Esther Klein Gallery Mobil

General Electric Olivetti (Europe)

Head Start Phipps Houses

**Organization Development & Change Management**

**Women in Management**

* Led a corporate study on the effects of gender-based stereotyping on human capital depreciation. Globally replicated in China, Japan, Germany and United Kingdom.
* Designed executive seminars for C-level executives in U.S. and U.K. to enhance diversity initiatives.
* Lectured internationally on diversity topics at leading academic conferences.

**Work-Family Interface**

* Implemented path-breaking, enterprise-wide work/family friendly program impacting 20,000 employees at Met Life.
* Invited to testify before Committee on Governmental Affairs, U.S. Senate on productivity enhancement programs beneficial to employers and families.

**Workplace Improvement**

* Founding member of the Mayflower Group, a consortium of blue-chip companies that administer high quality employee opinion surveys.
* Implemented employee attitude survey program at MetLife headquarters and alldecentralized operations.
* Developed research based policies to improve opportunities for low-income women.

**Executive Development & Change Tactics for Executives**

* Led seminars on Power Management for Wharton Executive Education Programacross the U.S.
* Led seminars on Power and Influence for international executives in European locations.
* Executive coach/advisor for CEO of large nonprofit.

**Work Experience**

2007- present *International Consultant*

 *Professor Emerita, Gettysburg College*

1986-2006 *Gettysburg College*

Professor of Management and Psychology

1982-1985 *City University of New York*

Baruch College and The Graduate Center

Associate Professor of Psychology

1977-1980 *The Wharton School, University of Pennsylvania*

Associate Professor of Management

1976-1977 *Yale University, School of Organization and Management*

Visiting Associate Professor

1975-1976 *Case Western Reserve University*

Associate Professor of Organizational Behavior

1972-1975 *Metropolitan Life Insurance Company*

Director of Personnel Research

- Managed staff of seven professionals responsible for the implementation of employee relations and performance improvement programs.

 1970-1972 *Life Office Management Association*

Manager of Personnel Research

- Validated LOMA employment tests; Director of LOMA Job Attitude Survey Service; Leadership of LOMA Personnel Research Committee.

1969-1970 *American Management Association*

Senior Research Associate

**Professional Distinction**

 Fellow, Society for Industrial and Organizational Psychology

 Fellow, International Association of Applied Psychology

 President, Work and Organizational Psychology Division

 International Association of Applied Psychology

President, Metropolitan New York Association for Applied Psychology

 Officer, Women in Management and Organization Development Divisions,

 Academy of Management

 Officer, Division of I/O Psychology, American Psychological Association

Council of Representatives, American Psychological Association

United Nations/NGO Representative

 Founding Member, Global Organization for Humanitarian Work Psychology

 Licensed Psychologist, Commonwealth of Pennsylvania

Editorial Review Boards: *Gender in Management: An International Journal*

 *Academy of Management Executive*

 *Academy of Management Review*

 *Organizational Dynamics*

**Publications**

*Working From The Margins: Voices of Mothers in Poverty,* Cornell University

Press.

*Power and Organization Development,* Addison-Wesley, co-author.

Over fifty publications in scientific and professional journals and books:

*- Journal of Applied Psychology,*

*- American Psychologist*

*- Human Relations*

*- Journal of Organizational Behavior*

*- Academy of Management Journal*

*- Journal of Social Issues*

*- Psychology and Developing Societies*

**Education**

- B.A. cum laude, Cornell University, Ithaca, NY

- Ph.D. in Industrial/Organizational Psychology, New York University, New York, NY

**International Presentations**

 Istanbul Kultur University, Turkey

University of Cape Town, South Africa

University of Silesia, Katowice, Poland

Sheffield University and Coventry University,United Kingdom

Lloyd’s of London

British Psychological Society

NATO in Lisbon

International Congresses of Applied Psychology in Munich, Madrid, Singapore, Athens and Paris

International Congress of Psychology in Brussels

European Group for Organizational Studies in Lyon, France

European Association of Work and Organizational Psychology Congresses in Lisbon and Oslo.

### Community Service & Policy

* Book on economically disadvantaged single mothers presents recommendations impacting workplace and community policy.
* Study of women and work in Nicaragua suggests new approaches for economic and social change in developing countries.
* Boards of Directors

- Women in Community Service

- Keystone Research Center

- Private Industry Council

- Survivors, Board President

- Gettysburg YWCA