

Meghan C. Wright, PhD
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EDUCATION:

PhD, Organization Development -- May 2013

Benedictine University, Springfield, IL

Dissertation Title: Developments on the "Opt-Out" Revolution: Females Seeking Quality of Life

MS, Education -- December 2000

Western Illinois University, Macomb, IL

K-9 Teaching Certificate – July 2001

BA, Topical Studies; Business and Communications -- May 1996

Monmouth College, Monmouth, IL

TEACHING EXPERIENCE:

Visiting Assistant Professor of Management, Texas Wesleyan University, Fort Worth, TX – 8/14 to present

School of Business Administration

- Teach courses in Management Theory and Principles, International Business, Organizational Behavior, and Business Statistics to undergraduate students
- Complement theory with practice through projects, simulations, and cases
- Begin lecture with trending events from designated newsfeeds
- Supplement courses with online materials posted on Blackboard
- Advising 19 students on scheduling, course completion, and degree planning
- Serve on Strategic Planning Committee and Assessment Committee
- Co-Advisor to Entrepreneurship Club
- Participate in graduation ceremonies, Fall and Spring, to support accomplishments of students
- Attend Faculty Assembly meetings
- See IDEA student survey results for data on teaching effectiveness and POET evaluation

Adjunct Faculty, Carl Sandburg College, Galesburg, IL – 12/02 to 7/14

Business and Mathematics Departments

- Taught business principles and skill courses – management and accounting
- Passionate about bridging theory and practice in the classroom; emphasize this link through course projects/internships
- Developed curriculum and standards for instruction using knowledge and experience of working with diverse student populations
- Extensive (12+ years) experience with Online Curriculum Development and course management systems (Blackboard, Moodle)
- Developed and implemented curriculum for business departments and continuing education/community education departments based on needs identified through practitioner work

- Continued research and conference attendance to stay abreast of current business and mathematical pedagogy
- Leveraged student relationships to connect with entrepreneur needs – identified graphic design need of small business client and connected them with graphic design student at local college to partner for redesigning marketing materials. (Student gained experience for resume and client gained affordable redesign of marketing materials.)

Adjunct Faculty, Black Hawk College, Moline, IL – 8/09 to 5/14

Mathematics Department

- Taught general education math courses
- Supplemented classroom instruction with online homework, licensed publisher content, and ‘open content’
- Contributed to departmental course completion rate increase of 33% from 2009 to 2011 by implementing departmental standardized instruction and assessment
- Monitored course attendance and homework closely and connected with student services department or retention specialists weekly
- Built relationships with students to emphasize “open door” philosophy; they were encouraged to call, e-mail, or meet during office hours or by appointment
- Adhered to my teaching philosophy of responding to students within 24 hours of received call, text, or e-mail message

Visiting Scholar/Practitioner, John Wood Community College, Quincy, IL – 8/09 to 5/14

Continuing Education and Community Education

- Taught technical skills courses – Small Business Planning and Financial Software/Accounting
- Positive student evaluations for 6 consecutive courses – Average of 92.5% satisfaction rate with course content and delivery
- 35% of students engaged me as consultant to their small business after course ended
- Mentored these departments when developing long-term goals and defining their purpose within the college

EMPLOYMENT HISTORY:

Small Business Development Center, Western Illinois University, Macomb, IL – 10/09 to 7/14

Entrepreneurship Consultant

- Worked within SBDC to develop leadership skills of entrepreneurs in the growth phase of business
- Worked with entrepreneurs in general business startup counseling and training/development
- Facilitated the strategic planning process, exit strategy planning, and succession planning with small business owners
- Assisted with marketing development, human capital development and overall financial capital development to sustain growth or move business to prosperity phase
- Implemented standardized processes in small business clients to streamline the business and allow time to anticipate the market for more significant growth
- Developed partnerships with 4 Chamber organizations for general entrepreneurial support and “brown bag” lunch training/development sessions
- Created a documented partnership between Western Illinois University and John Wood Community College to exclusively support aspiring entrepreneurs desiring business education

- Coordinated partnership announcement among higher education institutions with newspaper, radio and television to elevate potential impact of partnership on local economy

Wright Consulting, West-Central Illinois (15 counties) – 2/05 to 10/14

Small Business Consultant

- Led this small business to be a proven leader in the local community and surrounding community (15 counties) for building businesses and creating more effective organizations
- Experience with profit and non-profit organizations to build financial capacity through strategic plans and leveraging organizational talent
- Used outlets such as community education departments at local colleges and other local organizations to train and mentor small business owners in the area
- Consulted service-based business and manufacturing firms as HR generalist
- Wrote an entrepreneurship certificate program in collaboration with a college and worked to identify and contract partners to support the program
- Partnered with local Sustainable Business Center to attract technology and manufacturing innovators to be housed at the local incubator
- Conducted research (ongoing) with regional clients to use in anecdotal and journal article submissions
- Traveled to Ireland (2012) for conference and met with local entrepreneurs to understand global trends

Publications

Scholarly

Wright, M. (2015). OD and entrepreneurship converge: Building effective entrepreneurial organizations. *American Journal of Management*, 15(4), 2015. ISSN: 2165-7998.

Wright, M., Yaeger, T. (2016). Women and Workplace culture: A call for the inclusion of increased work place flexibility. *Organization Development Journal*, (accepted pending publication date and resubmit of minor edits).

Wright, M., & Bartunek, J. (January 2016). Six Degrees: A reflection interview with Jean Bartunek. *The Journal of Management Inquiry*, available online at <http://jmi.sagepub.com/site/misc/Index/Podcast.xhtml> on March 15, 2016.

Practitioner

Yaeger, T., Sorensen, P., Wright, M., et al. (Fall 2015). The Manley Corporation: A case study. *OD Practitioner: Journal of the Organization Development Network*, V47 (4).

Wright, M. (December 2015). The Management Group – a LinkedIn group. This will be an online location of relevant practitioner articles, guest scholars and practitioners, and possibly student comments. The goal is to elevate the presence of Texas Wesleyan Students on this professional network by having a central location where they can connect with leaders/potential employers.

Proceedings

1. Wright, M. (2011) Work-Life Conflict among Working America. Midwest Academy of Management Conference Proceedings, October 2011, Omaha, NE.
2. Wright, M. (2012) Entrepreneurship Trends: A look at female entrepreneurs in the US and Europe. Irish Academy of Management Conference Proceedings, September 2012, NIUM, Maynooth, Ireland.

Projects

Entrepreneurship Club

ENACTUS – Coffee project to build sense of community at Texas Wesleyan University

ENACTUS – Sustainability project for Polytech area

ENACTUS – Bike project to combat poverty through increasing mobility in the Polytech area

Women in Leadership Forum

- Event on campus for students to interact with leaders in March 2016 – Phase 1
- Build the event as the center point for the greater Fort Worth area and coinciding with International Women’s Day in March each year – Phase 2
- Measure impact of this event by tracking female management students over time through career progression – Phase 3
- Partnering with Mr. John Murphey to develop this project and identify leaders to invite as speakers
- Met with Mr. Fred Slabach, Mr. Jim Lewis, and Mr. John Veilleux to gain university support for this project

Conferences

Conference Papers Invited/Presented

1. Wright, M. (2011) Organizational Development in Higher Education: A Teamwork Approach. Southwest Academy of Management Conference, March 2011, Houston, TX.
2. McLean, C., Wright, M. (2011) Activities for ‘Math for Elementary Teachers’ that Students Love! Illinois Mathematics Association of Community Colleges Conference, April 2011, Charleston, IL.
3. Wright, M. (2011) Improving Work/Life Balance for Yourself and Employees. ALIGN Conference, September 2011, St. Louis, MO.
4. Wright, M. (2011) Work-Life Conflict among Working America. Midwest Academy of Management Conference, October 2011, Omaha, NE.
5. Wright, M. (2012) Contemporary Trends in OD: Current Topics and Perspectives about Female Entrepreneurship. Southwest Academy of Management Conference, March 2011, New Orleans, LA.
6. Wright, M. (2012). The “Opt-out” revolution – The Theory behind the Phenomenon. ISOD. George Williams College, Lake Geneva, WI.
7. Wright, M. (2012) Entrepreneurship Trends: A look at female entrepreneurs in the US and Europe. Irish Academy of Management, September 2012, NIUM, Maynooth, Ireland.
8. Small Business Working Conference. (November 2012). Keynote Speaker: Fiscal Management and Marketing for the Small Business. JWCC, Quincy, IL.
9. Wright, M. (2015) OD and Entrepreneurship Converge: Building Effective Entrepreneurial Organizations. Southwest Academy of Management Conference, March 2015, Houston, TX.
10. Vaughn, B., Tucker, A., and Wright, M. (2016) Meeting the Challenges of a Multi-Generational Workforce: A Millennial’s Perspective. Southwest Academy of Management Conference, March 2016, Oklahoma City, OK. (Student/Professor Collaboration)

Session Discussant/Panel Member

1. Ragland, B., James, C., McKnight, L., Wright, M. (2011). The Role of Organization Development in a Not-for-Profit Large Group Intervention. Panel Presentation, Southwest Academy of Management Conference, October 2011, Omaha, NE.
2. Small Business Development Center. (2011). Building a Sustainable Future in Rural Communities through Agricultural Initiatives. JWCC, Quincy, IL. (6 night workshop)
3. Women's Leadership Summit, Panel Participant. (September 2012). Benedictine University.
4. Kirby, J., Martin, D., Burks, G. and Wright, M. (2014). Leadership and OD: Creating Sustainable Organizations. Panel Presentation, Southwest Academy of Management Conference, March 2014, Dallas, TX.
5. Wright, M. (June 2014). Women in Business Conference. Keynote Speaker. Peoria, IL.
6. Wright, M., Kulik, B., Burch, G., Glissmeyer, M., and Texas Wesleyan University students. (2015). Beyond Lecture Approaches in Management Education. Panel Presentation, Southwest Academy of Management Conference, March 2015, Houston, TX.

Working Papers/Manuscripts

Wright, M., Sorensen, P., and Yaeger, T. (Fall 2015). Women in leadership: The will to lead in entrepreneurial organizations. *Journal of Leadership and Organizational Studies*. (Anticipated Spring 2016)

Nichols, T., and Wright, M. (2016). Gender in the workplace. (Working paper generated from discussions in developing OB curriculum). 60% complete

Service

Faculty Advisory Board - collect data from industry within our college boundaries to build infrastructure for credible programs and significant placement statistics.

Adjunct Faculty Advisory Board – developed standardized processes across disciplines to streamline course delivery with CMS (course management system) and developed and launched a workshop to provide networking with other adjuncts and mentoring by full-time faculty. BHC, Moline, IL.

Accreditation Team – worked with administration and various departments to increase institutional effectiveness and reaccredit the higher education institution. CSC, Galesburg, IL.

Retention Committee – analytical member of committee responsible for understanding retention statistics and innovative ways to attract and retain traditional and nontraditional students from one semester to another and first year to second year. CSC, Galesburg, IL.

Southwest Academy of Management 2015 and 2016 Conference – Track Co-Chair

Keller ISD – Speaker at Career Day 2015 and member of Principal's Advisory Board (Timber Creek High School). Fort Worth, TX.

Texas Wesleyan University – Department of Marketing and Communication

#MajorMonday video – used in marketing and branding campaign across multiple venues

Smaller. Smarter. campaign – professor/student interaction photo shoot for marketing materials

Center for Excellence in Teaching and Learning – Advisory Board (2015-16). Texas Wesleyan University.

Reviewer

Academy of Management – Organization Development division (2010 to 2012)

Southwest Academy of Management – Organization Development and Entrepreneurship (2011 to present)

Midwest Academy of Management – Organization Development and Entrepreneurship (2011 to present)

International Society for Organization Development and Change (2012)

OD Journal – Blind reviewer for journal (April 2015 and August 2015)

Southwest Academy of Management – General Education/Management Education (October 2014 and October 2015)

Professional Associations

Academy of Management – Organization Development/Management Consulting/Entrepreneurship groups (2010 to present)

American Society for Training and Development (ASTD) (2010 to present)

Organization Development Network (2010 to present)

ISODC – International Society for Organization Development and Change (2012 to present)

National Association of Professional Women (2012 to present)

Midwest Academy of Management and Southwest Academy of Management (2010 to present)

Irish Academy of Management (2012 to present)

Professional Development

- Texas Wesleyan University Marketing and Communications Department – Media Training Workshop (September 2014)
- Fort Worth Chamber of Commerce: Women Influencing Business – networking events (10/14, 3/15, and 5/15)
- TaskStream Outcomes Assessment Training with Dr. Helena Bussell (Fall 2014)
- Networking lunch with SOBA faculty and potential mentors – Fort Worth Club (Fall 2014)
- AACSB Critical Thinking Workshop – Tampa, FL (February 2015)
- Diversity Council –2015 Fort Worth Women in Leadership Symposium at Texas Christian University, Fort Worth, TX (September 2015)
 - (attended with 3 Texas Wesleyan University management students)
- SGA – Advisor meeting to discuss clubs and monetary policies (October 2015)
- Women’s Policy Forum Symposium –2nd Annual Emerging Issues Symposium at City Club, Fort Worth, TX (November 2015)
- IRB Refresher Workshop with Dr. Marcel Satsky-Kerr – Texas Wesleyan University (January 2016)
- Center for Excellence in Teaching and Learning - Texas Wesleyan University
 - 8/26/14 – Individual Consultation: Content Creation
 - 9/23/14 – QEP Lunch & Learn session
 - 9/30/14 – Individual Consultation: LMS Assessment
 - 10/9/14 – Individual Consultation: Round Table Discussions
 - 10/16/14 – Individual Consultation: Media Creation Whiteboard Capture
 - 11/20/14 – Individual Consultation: LMS Assessment
 - 1/12/15 – Individual Consultation: LMS Instructional Strategies
 - 2/2/15 – LMS Collaboration

- 8/28/15 – AVID: Student Success Workshop