

KRISTEN MATEJ WADDELL, Ph.D.

Curriculum Vitae

EDUCATION

Ph.D. in Human Resource Development August 2013-May 2016
College of Business and Technology
University of Texas at Tyler, Tyler, TX
Dissertation defended April 8, 2016: "Examining the Relationship between Procedural Justice, Perceived Organizational Support, Organizational Trust, Organizational Commitment, and Intent to Leave Among Temporary Employees"

M.B.A in Human Resource Management January 2010-May 2011
Stephen F. Austin State University, Nacogdoches, TX,

B.B.A in General Business and Marketing August 2006-December 2009
Stephen F. Austin State University, Nacogdoches, TX
Areas of Concentration: Legal Studies and Sports Marketing
Top 5 GPA of General Business department
Honors graduate

ACADEMIC APPOINTMENTS

Colorado State University Global (2017-Present)

- Maximizing Human Capital (HRM 540)
- Global Human Resources (HRM 570)
- Legal and HR Dimensions of Business Management (HRM 515)
- Human Resource Planning (HRM 522)
- Recruitment, Selection and Employee Development (HRM 440)

Grand Canyon University (2016-2018)

- Human Resource Management (AMP 434)

Citadel (Fall 2017)

- HR Management (BADM 768)

Texas A&M Texarkana (Fall 2016)

- Workforce Training and Development (AHED 514)

The University of Texas at Tyler (2014-2016)

- Supervision (Tech 4301)
- Introduction to Human Resource Development (HRD 3301)

Stephen F. Austin State University (Summer 2012, Spring 2013)

- Human Resource Management (MGT 373)

PUBLICATIONS

Refereed Journal Articles

Gilley, A., Waddell, K., Hall, A., Avery, S., & Gilley, J. W. (2015). Manager behavior, generation, and influence on work-life balance: An empirical investigation. *Journal of Applied Management and Entrepreneurship*, 20(1), 3-23.

Waddell, K. & Hall, A. (2015). Testing the mediating effect of employee burnout on the relationship between Internet addiction and job performance. *Business Studies Journal*, 7, 85-93.

Young, M., Waddell, K., Aller, J. (2015). Hidden unemployment and underutilization of labor: A challenge for human resource managers. *Journal of Economics and Education Review Special Issue*, Vol. 16, 85-93.

Refereed Conference Proceedings

Hall, A. & Waddell, K. (2015). Expatriate training: Preparing American expatriates to work abroad and successfully repatriate. *Academy of Human Resource Development International Conference*. (Refereed Abstract)

Waddell, K. & Eversole, B. (2015). Millennials, managerial effectiveness, work-life balance and engagement: A conceptual model. *Academy of Human Resource Development International Conference*. (Refereed Abstract)

Crocker, R. M., Scifres, E. L., Matej, K. (author) (2012). *Passion: Does it have a place in the classroom?* Proceedings of the *Society for Advancement of Management*.

Conference Presentations

Waddell, K. & Hall, A. (April 18, 2015). Testing the mediating effect of employee burnout on the relationship between Internet addiction and job performance. Presented at the Sam Houston State University General Business Conference, Huntsville, TX.

Young, M. (author & presenter), Waddell, K., (author) Aller, J. (author & presenter). (March 25, 2015). A longitudinal survey on hidden unemployment and underutilization of labor: implications for human resource managers. Presented at The Academy of Business Research, New Orleans, LA.

Other Contributions

Waddell, K. (2014). Book Review: Understanding Management in China-Past, Present and Future.

PROFESSIONAL EXPERIENCE

Elevate Credit

Sr. Training and Development Specialist (2019-Present) Training

and Development Specialist (2017-2019)

- Developing and executing communication strategies for the organization development team
- Spearheading onboarding programs designed to educate new hires on the company's culture, mission, and products achieving higher than industry average ratings based on Gartner feedback
- Pioneered the company's first job rotation program designed to increase performance, engagement, and retention among new hires
- Strengthen the company's instructor led training offerings through the research-based design and facilitation of skills-based courses such as Business Communication, Effective Presentations, Critical Thinking, Emotional Intelligence, and Time Management
- Curate the company's first leadership development program designed to strengthen the skills of team leads, supervisors and managers which led to 26% of its participants being promoted
- Collaborate with leaders across the company to identify and implement interventions designed to address employee feedback and departmental skill gaps
- Own the compliance training strategy for the organization including coordinating with the Enterprise Risk analyst and Security analyst on yearly mandatory training for employees
- Serve as a change management practitioner for organization wide projects

Vendor Resource Management

Sr. Organizational Development Consultant (2015-2017)

Sr. HR Analyst (2014-2015)

- Managed the performance management process for 200 plus employees, inclusive of monthly, quarterly, and annual reviews
- Constructed the organization's learning and leadership academies as well as aligned the learning academies to the creation of development plans for employees at multiple levels of the organization
- Conducted needs analysis and rounding sessions to identify problem areas for various employee groups, offering recommendations to improve employee relations and engagement
- Led the process of identifying top talent throughout the organization through calibration and succession planning
- Designed and implemented over 5 trainings per year for compliance, developmental, and external uses using a variety of tools such as Adobe Captivate
- Aided with employee relation issues, following investigation protocol to ensure an outcome suitable for the organization and the employee

Stephen F. Austin State University

Legal Assistant (2013-2014)

HR Specialist (2011-2013)

Adjunct Faculty (2012-2013)

- Provided administrative support to the General Counsel's office via scheduling, responding to Equal Employment Opportunity Commission complaints and open records requests

- Designed and managed the department websites, ensuring information was up to date
- Redesigned the policies and procedures manual for the University as well as created the compliance reference guide for the University
- Created a positive environment for employees by responding to employees' concerns in the areas of payroll, benefits, and HR initiatives
- Conducted new employee orientation for policies, sexual harassment training and systems training
- Curated training how to guides for system procedures to guide managers and administrators through the hiring process
- Worked closely with the Payroll office to ensure correct and timely pay for all employees through updating payroll spreadsheets with employee leave requests and pay changes
- Performed routine data entry to the State of Texas Human Resources Information System (HRIS) to ensure state compliance