

Organizational Wellness & Learning Systems

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learn@organizationalwellness.comwww.organizationalwellness.com**EDUCATION**

University of Texas, Austin	Ph.D.	1985	Psychology
University of Texas, Austin	M.A.	1982	Psychology
State Univ. of New York College, Purchase	B.A.	1977	Psychology/Philosophy

PROFESSIONAL EMPLOYMENT/PROJECT LEADERSHIP

- 1992---- **Process Consultant and President**, Organizational Wellness & Learning Systems, Inc.
- 2010-current **Principal Investigator**, “Web and Phone-Based Team Wellness for Alcohol and Drug Prevention in Work Setting.” National Institute of Drug Abuse (NIDA/NIH)
- 2010-2011 **Principal Investigator**, “Mind-Body E-Portal: A Practice-to-Research Platform for Consumer-Driven Wellness.” National Center for Complementary and Alternative Medicine (NCCAM/NIH).
- 2004-2011 **Principal Investigator**, “Health Promotion for Young Workers in the Restaurant Industry: A Team Approach”. Center for Substance Abuse Prevention.
- 2004-2011 **Principal Investigator**, Small Business Innovation Research; National Heart, Blood, and Lung Institute-Phase I and II Grant “Leadership and Cardiovascular Risk Reduction”
- 2004-2006 **Principal Investigator**, “Internet Delivery of Workplace Substance Abuse Prevention.” Phase II Small Business Innovation Research. National Institute of Drug Abuse.
- 2002-2003 **Principal Investigator**, Small Business Innovation Research, National Institute of Drug Abuse-Phase I Grant “CD-ROM Delivery of Workplace Substance Abuse Prevention”
- 2001-2004 **Principal Investigator**, Small Business Wellness Initiative, Community Initiated Prevention Intervention (CIPI- CSAP). Center for Substance Abuse Prevention.
- 1994-2002 **Research Scientist/Training Consultant**, Institute of Behavioral Research, Texas Christian University, Fort Worth, TX
- 1991-1992 **Associate Professor**, Dept. of Psychology, Winona State University, Winona, MN
- 1987-1991 **Assistant Professor**, Department of Psychology, St. Mary’s College, Winona, MN
- 1987 **Planner/Consultant**, Texas Department of Mental Health & Mental Retardation; Office of Strategic Planning, Austin

1985-1986 **Assistant Professor**, Department of Psychology, Washington College, Chestertown, MD

1983-1985 **Assistant Instructor of Psychology**, Department of Psychology, U. of Texas, Austin

RECENT CONSULTATION PROJECTS (SAMPLE)

- **American Council of Engineering Companies/Life-Health Trust** (Wellness Program Design) 2011
- **Dallas Fort Worth Airport** (Wellness Program Design) 2009-2010
- **United States National Guard** (Design, Implement, and Evaluate National Prevention Flagship Program) 2008-2011
- **RMC Corporation in conjunction with NECA-IBEW** (National Electrical Contractors Association-International Brotherhood of Electrical Workers; assist with development of Prevention Training for Electrician Apprentices) 2006-2009
- **City of Sachse** (Employee Climate Survey and Wellness Retreat) 2011
- **City of Murphy** (Employee Climate Survey and Wellness Retreat) 2010
- **City of Bedford** (Employee Climate Survey and Wellness Retreat) 2006-2008
- **Online Facilitator Training for** Owens Corning, Chestnut Health Systems, Brandywine Consulting, Midland Partnership (Michigan). Certified 10 professionals to deliver stress management program. – Summer, 2010
- **The Five Cs of Resilience.** Developed health marketing materials/campaign for corporate clients of Chestnut Health Systems. -- Summer, 2010

PRODUCT DEVELOPMENT (PRIMARY ARCHITECT/R & D)

- **Team Awareness Curriculum (2000)**
 - Received “Model Program” Award (2002), the United States Department of Health & Human Services (SAMHSA);
 - Received recognition (2007) by the National Registry of Effective Programs & Practices (NREPP); www.nrepp.samhsa.gov
- **Small Business Wellness Initiative (2002);** www.sbwi.org
- **Team Resilience Curriculum (2005)**
- **IntelliPrev™ (2006);** www.intelliprev.com
 - Included in 2006 National Institutes of Health ‘Commercialization Assistance Program’
 - Patent Pending
- **ExecuPrev™ (current);** www.execuprev.com
 - Patent Pending

JOURNAL/REFEREED/MAGAZINE PUBLICATIONS

Ames, G., & Bennett, J. (2011). Prevention Interventions of Alcohol Problems in the Workplace A Review and Guiding Framework. [Alcohol Research & Health](#), Volume 34, 2

Bennett, JB, Broome, K, Gilmore, P, and Pilley, A. (2011). A Web-Based Approach to Address Cardiovascular Risks in Managers: Results of a Randomized Trial. [Journal of Occupational & Environmental Medicine](#), 53(8), 911-918.

- Petree RD, Broome K, Bennett JB (2012). Exploring and Reducing Stress in Young Restaurant Workers: Results of a Randomized Field Trial. [American Journal of Health Promotion](#), 6(4), 217-224.
- Broome K, Bennett JB (2011). Reducing heavy alcohol consumption in young restaurant workers. [Journal of Studies Alcohol & Drugs](#), 72, 117-124, 2011
- Bennett, J.B., Aden, C. A., Broome, K & Mitchell, K. (2010). Team Resilience for Young Restaurant Workers: Research-to-Practice Adaptation and Assessment. [Journal of Occupational Health Psychology](#), 15(3):223-236.
- Bennett, J.B. & Attridge, M. (2008). Adding Prevention to EAP Core Technology. [Journal of Employee Assistance](#), 38 (4), 4-6.
- O'Neill, C. & Bennett, J. (2008). New Approaches to Drug-Free Workplace Programs. [Journal of Employee Assistance](#), 38 (4), 20-22.
- Reynolds, G.S., Lehman, W.E.K., Bennett, J.B., (2008). Psychosocial correlates of the perceived stigma of problem drinking in the workplace. [Journal of Primary Prevention](#); 29(4):341-56.
- Bennett, J.B. (2007, Winter). Choosing wellness? Choose wisely. [HR Matters: Official Quarterly Magazine of the Texas SHRM Council](#), 35.
- Bennett, J.B., Patterson, C. R., Wiitala, W., Woo, A. (2006). Social risks for at-risk drinking in young workers: Application of work-life border theory. [Journal of Drug Issues](#), 36 (3), 485-514.
- Bennett, J. B. (2005, June). The path of a heart-centered leader (Open your heart at work). [Spirituality & Health](#), 8(3), 53-55.
- Patterson, C.R., Bennett, J.B., & Wiitala, W.L., (2005). Healthy and unhealthy stress unwinding: Promoting health in small businesses. [Journal of Business and Psychology](#), 20 (2), 221-247.
- Bennett, J.B., Patterson, C.R., Reynolds, G.S., Wiitala, W.L., and Lehman, W.E.K., (2004). Team Awareness, Problem Drinking, and Drinking Climate: Workplace Social Health Promotion in a Policy Context. [American Journal of Health Promotion](#), Nov-Dec;19(2):103-13.
- Bennett, J. B. (2004, Spring). The Small Business Wellness Initiative: Reaching out with evidence-based programs. [Wellness Management](#), 20(1), 14-16. [on-line newsletter of the National Wellness Institute; www.nationalwellness.org]
- Bennett, J.B. (2003). Using evidence-based workplace training. [Journal of Employee Assistance](#), (3rd Quarter), 12-15.
- Lehman, W. E. K. & Bennett, J. B., (2002) Job risk and employee substance use: The influence of personal background and work environment factors. [American Journal of Alcohol and Drug Abuse](#), 28(2), 1-24.
- Bennett, J.B. (2002, Spring). Beyond drug testing to wellness: Multiple strategies, teambuilding, and problem drinking. [Wellness Management](#). [on-line newsletter of the National Wellness Institute; www.nationalwellness.org]

- Bennett, J.B., & Lehman, W.E.K., (2002) Supervisor tolerance-responsiveness to substance abuse and workplace prevention training: Use of a cognitive mapping tool. [Health Education Research, 17 \(1\), 27-42.](#)
- Bennett, J.B., (2001, Winter). The quest for presence: Wellness programs that go beyond time management. [Wellness Management](#). [on-line newsletter of the National Wellness Institute; www.nationalwellness.org]
- Kiesling, S. & Bennett, J. B. (2001, Winter). Navigating in time. [Spirituality and Health, 4 \(4\), 46-53.](#)
- Bennett, J.B. & Lehman, W.E.K. (2001). Workplace substance abuse prevention and help-seeking: Comparing a team-oriented and informational training. [Journal of Occupational Health Psychology, 6 \(3\), 243–254](#)
- Bennett, J. B. (2001, Spring). “Change the world: How ordinary people can accomplish extraordinary results” By Robert E. Quinn (Jossey-Bass) (book review). [Academy of Management \(MSR\) Newsletter: Management, Spirituality & Religion](#), (Spring issue) 2.
- Neale, J. & Bennett, J. B. (2000, Winter). Examining multi-level or holistic spiritual phenomena in the workplace. [Academy of Management \(MSR\) Newsletter: Management, Spirituality & Religion](#), (Winter issue) 1-4.
- Bennett, J.B., Lehman, W.E.K., Reynolds, G.S., (2000) Team awareness for workplace substance abuse prevention: The empirical and conceptual development of a training program. [Prevention Science, 1 \(3\), 157-172.](#)
- Bennett, J.B. (2000). Social climate research. In R. J. Corsini and others (Eds.). [Encyclopedia of Psychology & Neuroscience \(3rd Edition\)](#). [invited Encyclopedia entry]
- Bennett, J.B. & Beaudin, C., (2000) Modeling research partnerships in prevention: A Framework for collaboration in workplace substance abuse prevention. [Journal of Healthcare Quality, 22, 4, 24-30.](#)
- Bennett, J.B. & Lehman, W.E.K. (1999). Exposure to problem coworkers and quality work practices: A case study of employee violence, sexual harassment, and substance abuse. [Work & Stress: An International Journal, 13 \(4\), 299-311.](#)
- Bennett, J.B. (1999). “Love and survival: The healing power of intimacy and love (book review).” [Journal of Social and Personal Relationships, 16 \(4\), 527-530.](#)
- Bennett, J.B. & Lehman, W.E.K. (1999). Employee exposure to co-worker substance use and negative consequences: The moderating effects of work group membership. [Journal of Health and Social Behavior, 40 \(3\), 307-322.](#)
- Bennett, J.B., Lehman, W.E.K., & Forst, J. (1999). Change, transfer climate and customer orientation: A Contextual model and analysis of change-oriented training. [Group and Organization Management, 24 \(2\), 188-217.](#)
- Bennett, J.B., & Lehman, W.E.K. (1998). Workplace drinking climate, stress, and problem indicators: Assessing the influence of team work (group cohesion). [Journal of Studies on Alcohol, 59 \(5\), 608-618.](#)
- Bennett, J.B., & Lehman, W.E.K. (1998). Understanding and Responding to 9-1-1 Employee Stress and Other Problems: A Scientific/Holistic Approach from Organizational Research. [NENA News \(National Emergency Number Association\)](#), March Issue, 16 (1),41-45.
- Lehman, W.E.K., D. Farabee, J.B. Bennett. (1998). Perceptions and correlates of co-worker substance use. [Employee Assistance Quarterly, 13 \(4\), 1-22.](#)

- Bennett, J.B., & Lehman, W.E.K. (1997). From dual policy to dual attitudes: The social construction of substance use policy. [Review of Public Personnel Administration](#), 17(1), 58-83.
- Bennett, J.B., & Lehman, W.E.K. (1997). Employee views of organizational wellness and the EAP: Influence on substance use, drinking climates, and policy attitudes. [Employee Assistance Quarterly](#), 13 (1), 55-72.
- Bennett, J.B., & Lehman, W.E.K. (1996). Employee attitude crystallization and substance use policy: Test of a classification scheme. [Journal of Drug Issues](#), 26(4), 831-864.
- Bennett, J. (1990, Fall). Love-centered marriage in a self-centered world (book review). [ISSPR Bulletin: International Society for the Study of Personal Relationships](#), 7(1), 8-10.
- [newspaper interview] ‘Intimacy’ Big Part of Balancing Act of Love” (1993, February) (interview by Jane Fyksen) in [Agri-View](#); (Section 2, p.5).
- Bennett, J. (1989, October). Understanding the vicious neglect of cycle (book review). [Contemporary Psychology](#), 34(10), 903-904.
- Bennett, J. (1988, September). Power and influence as distinct personality traits: Development and validation of a psychometric measure. [Journal of Research in Personality](#), 22, 361-394.
- Bigler, E., Bennett, J., & Newton, J. (1983). The hyperlexic syndrome: A case study. [Clinical Neuropsychology](#), 5, 95-96.
- Bennett, J., Davidson, R. J., & Saron, C. (1981). Patterns of self-rating in response to verbally elicited affective imagery: Relation to frontal versus parietal EEG asymmetry. [Psychophysiology](#), 18, 158.
- Davidson, R. J., Schwartz, G. E., Saron, C., Bennett, J., & Goleman, D. J. (1979). Frontal versus parietal EEG asymmetry during positive and negative affect. [Psychophysiology](#), 16, 202-203.

BOOKS

- Steinbrecher, S. & Bennett, J.B. (2003). [Heart-centered leadership: An invitation to lead from the inside-out](#). Black Pants Press. Visit www.instituteofhcl.com
- Bennett, J.B., (2000) [Time and intimacy: A new science of personal relationships](#). Lawrence Erlbaum.
- Bennett, J.B. & Lehman, W.E.K. (2003). [Workplace substance abuse prevention: Beyond drug testing to wellness](#). American Psychological Association.

BOOK CHAPTERS

- Attridge, M., & Bennett, J. (2011). Workplace: Role, prevention, and programs In M. A. R. Kleiman & J. E. Hawdon (Eds.), *Encyclopedia of drug policy* (Vol.2, pp. 856-864). Thousand Oaks, CA: Sage.
- Bennett, JB, & Aden, C. (2011). Team Resilience: Health Promotion for Young Restaurant Workers. In Bray, J.W., Galvin, D.M., & Cluff, L.A. Eds. *Young Adults in the Workplace: A Multisite Initiative of Substance Use Prevention Programs*. RTI Press Publication No. BK-0005-1103. Research Triangle Park, NC: RTI Press.

- Bennett, J.B., Cook, R., & Pelletier, K. (2010). An Integral Framework for Organizational Wellness: Core Technology, Practice Models, and Case Studies. In J. C. Quick, & Tetrick, L. E., (Eds.). [Handbook of occupational health psychology](#). Washington, DC; American Psychological Association.
- Attridge, M., Bennett, J., Frame, M., Quick, J. C. (2009). Corporate Health Profile: Measuring Engagement and Presenteeism. In W. Emener, W. Hutchison, M. Richard (Eds). [Employee Assistance Programs: Wellness/Enhancement Programming](#) (4th Edition).
- Bennett, J.B., Reynolds, G.S., & Lehman, W.E.K. (2003). Understanding employee alcohol and other drug use: Toward a multilevel approach. In J.B. Bennett & W.E.K. Lehman (Eds). [Workplace substance abuse prevention: Beyond drug testing to wellness](#). American Psychological Association.
- Lehman, W.E.K., Reynolds, G.S., & Bennett, J.B., (2003). Team and informational training for workplace substance abuse prevention. In J.B. Bennett & W.E.K. Lehman (Eds). [Workplace substance abuse prevention: Beyond drug testing to wellness](#). American Psychological Association
- Bennett, J.B., Cook, R., & Pelletier, K. (2003). Toward an integrated framework for comprehensive organizational wellness: Concepts, practices, and research in workplace health promotion. In J. C. Quick, & Tetrick, L. E., (Eds.). [Handbook of occupational health psychology](#). (pp. 69-96). Washington, DC; American Psychological Association.
- Bennett, J.B., & Lehman, W.E.K. (1996). [Alcohol, antagonism, and witnessing violence in the workplace: Drinking climates and social alienation-integration](#). In G.R. VandenBos & E.Q. Bulatao (Eds.) *Violence on the job: Identifying risks and developing solutions* (pp. 105-152). Washington, DC: American Psychological Association.

RECENT INTERVIEWS, SPECIAL & TECHNICAL REPORTS

- Bennett, J. B., & Longo, J. (2005, Spring). Adapting evidence-based behavioral risk management for the workplace: The “Linking Role” of EAPs. The Source (Quarterly Newsletter of the Employee Assistance Society of North America).
- Bennett, J.B., Patterson, C.P., Sledz, R., Klimback, E.M., Berish, J.E., Cook, R. (2003). Small Business Wellness Initiative Final Research Report. Technical report to Center for Substance Abuse Prevention for Grant Completion (SP09416). Available at www.sbwi.org
- Bennett, J. B. (2002). EAPs and “Integral Organizational Wellness”: An Interview with Joel Bennett. In [Solutions: Living healthy, working well](#). (Vol. 7, No. 4). © Magellan Behavioral Health.
- Bennett, J.B. (1999). [Wyndham “Best of Class” Project: Preview Executive Summary](#). Technical report to executive human resource staff, Wyndham International Hotels.
- Bennett, J. B. (1999). [The healthy and drug-free workplace: Modeling partnerships between behavioral managed care and researchers](#). Concept paper developed for the Center for Substance Abuse Prevention, Workplace Managed Care Programs.
- Bennett, J.B. (1999). [Training up-date to Service Excellence Leadership Team](#). Technical report prepared for City of Grand Prairie.
- Bennett, J.B., & Lehman, W.E.K., (1998). [A Good Look at Communications](#). Technical report prepared for Police Dispatchers (Police Department), City of Mesquite.

- Bennett, J.B., & Lehman, W.E.K., & Forst, J.K. (1996). Analysis of Total Quality Training: Reported and surveyed effects on employees. Technical report prepared for Human Resources (Training Department), City of Fort Worth.
- Bennett, J.B., & Lehman, W.E.K., & Forst, J.K. (1996). Department heads and focus groups: 1995 survey preparation (qualitative & quantitative data). Texas Christian University, Institute of Behavioral Research.
- Bennett, J.B., & Lehman, W.E.K., & Forst, J.K. (1996). Employee report on Total Quality and change. Employee newsletter prepared for the City of Fort Worth.
- Lehman, W.E.K., Bennett, J.B., & Forst, J.K. (1996). Employee health and your workplace. Employee newsletter prepared for the City of Fort Worth.
- Lehman, W.E.K., Forst, J.K., Bennett, J.B. & Dunklin, C. (1996). A departmental analysis of substance use and performance among employees of the City of Fort Worth. (IBR technical report). Fort Worth: Texas Christian University, Institute of Behavioral Research.
- Lehman, W.E.K., Forst, J.K., Bennett, J.B. & Dunklin, C. (1996). An analysis of change in the City of Fort Worth – 1992 to 1995. (IBR technical report). Fort Worth: Texas Christian University, Institute of Behavioral Research.

RESEARCH AND CONFERENCE PRESENTATIONS

[asterisked (*) references are available on the World Wide Web in video or PowerPoint]

- Bennett, J.B. (2010, September). Nudging the Wellness Culture: Ten Years of Team Awareness. National Prevention Network. Denver, Colorado.
- Bennett, J.B. (2010, May). The Intersection between Substance Use Prevention and Work Settings: Research to Inform Work-focused Prevention for Adolescents and Emerging Adults. Discussant at Symposia (Chairs: A. Meyer; M. Scott). Society for Prevention Research; Denver, Colorado.
- Bennett, J.B. (2010, May). Preventing Substance Abuse in the Workplace: Implementing Prevention Programs that Meet the Needs of Workplaces and Young Adults. Roundtable presenter. Society for Prevention Research; Denver, Colorado.
- Bennett, J.B. (2010, January). Team-Resilience for the National Restaurant Association. Presentation to the Human Resources & Risk and Safety Managers Executive Study Group Meeting. (Anaheim, CA).
- Bennett, J.B., Alfonsin, I. (2008, October). Team-Resilience for Young Restaurant Workers: A Research-to-Practice EAP Model. Presentation to 2008 Annual World Conference for the Employee Assistance Professionals Association (Atlanta, GA).
- Bennett, J.B., & Aden, C. (2008, August). Team Resilience Training: A New Paradigm for Young Adults in the Hospitality Industry. Presentation to 75th Semi-Annual Hospitality Training Conference; Council of Hotel & Restaurant Trainers (Washington, DC).
- Bennett, J.B. (2008, July). Work, Stress, and Health: What Works. Presentation to 28th Annual National Workers' Compensation and Occupational Medicine Conference (Hyannis, Massachusetts).
- Bennett, J.B. (2008, April). Developing an Expert-System for Health Promotion: An Experimental E-Learning Platform. Symposium presented at International Conference on Work, Stress, and Health (Washington, DC).

- Schwab, A., & Bennett, J.B. (2008). Process Evaluation of User-System Interface: Predicting E-Learning Program Effectiveness. Symposia presented at APA-NIOSH Interdisciplinary Conference on Work, Stress, and Health (Washington, DC).
- Bennett, J.B., & Aden, C.A. (2008, April). Team Resilience for Young Restaurant Workers. In D. Galvin (Chair). Health Promotion for Young At-Risk Workers: A Cross-Occupational Strategy. Symposium presented at International Conference on Work, Stress, and Health (Washington, DC).
- Bennett, J.B., Aden, C.A., Rigdon, D. (2008, April). Spiritual Strengths and Self-Expression: A Model of Small Business Health. Symposium presented at International Conference on Work, Stress, and Health (Washington, DC).
- Bennett, J.B. (2008, January). Team Resilience: Addressing the Risk Factors of Young Restaurant Workers. Presentation to the National Restaurant Association RISK AND SAFETY MANAGERS Executive Study Group Meeting (New Orleans, LA).
- Schwab, A. & Bennett, J.B. (2007, October). E-Coaching for Promoting Organizational Wellness: Applications from Research on EAPs. Workshop presented at the annual conference of Employee Assistance Society of North America (San Diego).
- Bennett, J.B., Cook, R, Reimann, B., Bray, J., & Einspruch, E. (2007, October). Evidence-Based strategies for reaching out to young adult workers. Panel presented at the annual conference of Employee Assistance Society of North America (San Diego).
- Bennett, J.B. (2007). Internet facilitation for adapting workplace substance abuse prevention: An Expert-system for human resource professionals. Final Research Report to National Institutes of Drug Abuse. Technical document at Organizational Wellness & Learning Systems (www.intelliprev.com). Fort Worth, Texas.
- Bennett, J.B. (2006, May). Beyond drug-testing to wellness revisited: Tools for technology transfer. Symposia presented at Society for Industrial/Organizational Psychology (Dallas, Texas).
- Schwab, A., Roberto, K., Bennett, J.B., & Woo, A. (2006, May). Stress climate and behavioral/productivity problems for small business owners. Symposia presented at Society for Industrial/Organizational Psychology (Dallas, Texas).
- Aden, C., Bennett, J.B., Sayegh, M.A. (2006, May). Job stress and physical health: Is wellness a protective resource? Symposia presented at Society for Industrial/Organizational Psychology (Dallas, Texas).
- Bennett, J.B., (2005, September). Creating leadership support for wellness programming: Some conceptual and strategic points. Invited presentation to Worksite Grantee Recipients (Overweight and Obesity Control at Worksites). National Heart, Lung, and Blood Institute (Seattle, WA).
- Bennett, J. B. & Longo, J. (2005, May). Adapting evidence-based behavioral risk management for the workplace: A Case Study of EAPs. Poster presented at the 20th EASNA Institute (Employee Assistance Society of North America) (Chicago, IL).
- *Bennett, J.B. & MacGregor, S. (2005, March). Web-based occupational/cardiovascular Health Education for Business Managers and Executives. Fourth International Conference on Work Environment and Cardiovascular Diseases (Newport Beach, CA).
<http://www.workhealth.org/2005%20ICOH/thurs%20presentations/T12%20bennett.pdf>

- Patterson, C. R., Bennett, J. B., & Wiitala, L. (2004, August). Unwinding after work: Substance abuse risk identification and health promotion. Poster session presented at the American Psychological Association Convention, Honolulu, HI.
- Wiitala, L., Bennett, J. B., & Patterson, C. R. (2004, August). Work cohesion/family cohesion: A predictive model of employee health. Poster session presented at the American Psychological Association Convention, Honolulu, HI.
- Bennett, J. B., Wiitala, L., & Patterson, C. R. (2004, August). The Spiritual orientation of small business leaders: Relationships with health and work-life spillover. Poster session presented at the American Psychological Association Convention, Honolulu, HI.
- Bennett, J.B., Wordsworth, C.F. (2004). Holographic Repatterning, Creating Coherence in the Energy Matrix (Professional Skill Course). International Society for the Study of Subtle Energies and Energy Medicine (ISSSEEM), Colorado Springs, CO.
- Bennett, J. B.(2004, May). Heart-centered leadership: Superresiliency, organizational development, and the EAP. Workshop presented at the annual conference of Employee Assistance Society of North America (Ottawa, Canada).
- Heath, K., & Bennett, J.B. (2004, May). Business wellness programs: Tools for behavioral risk reduction. Breakout presentation at Work/Life Balance In A Changing Society and Workforce. Fourth Annual Work/Life Conference (Corporate Champions; Grapevine Texas).
- Bennett, J.B., Patterson, C. R. (2004, April). Time, spiritual health and stress: Distinguishing hours worked from hectic work climate. Poster presented at “Long Working Hours, Safety, and Health: Toward a National Research Agenda” (cosponsored by the National Institute of Occupational Safety & Health, Baltimore, Maryland)
- *Bennett, J.B. (2004, April). Integral Wellness & Social Health Promotion in the Workplace. Invited presentation to “Workplace Strategies and Interventions .for Improving Health and Well-Being,” sponsored by The National Institute of Child Health and Human Development and The Center for Families, Purdue University (Baltimore, MD). <http://www.cfs.purdue.edu/CFF/pages/nichd/events.html>
- Patterson, C. R., Bennett, J.B. Wiitala, W. L. (January, 2004). Positive resources for healthy stress unwinding and substance abuse prevention in small businesses. Poster presented at Society for Personality and Social Psychology 2004 Annual Convention (Austin, Texas).
- Patterson, C. R., King, L.A., Bennett, J.B. Wiitala, W. L. (January, 2004). Recovering from a bad day: Mood, behavior, and emotional confidence. Poster presented at Association for Research in Personality (Austin, Texas).
- Bennett, J.B. (January, 2004). Worksite Substance Abuse Interventions Targeted to Young Adults. Invited presentation to “Still at risk for drug abuse: Prevention research among young adults” (National Institute of Drug Abuse, Bethesda, Maryland)
- Cook, R., & Bennett, J.B. (January, 2004). The Workplace and Evidence-Based Wellness Programs: A New Trend in Coalition Building. Presentation at “Local Actions: A World of Results” CADCA’s National Leadership Forum XIV (Washington, DC).
- Bennett, J.B. (November, 2003). Striking a Chord: EAPs Now Provide Evidence-Based Programs. Paper presented at “Research Roundtable” at Employee Assistance Professionals Association (EAPA) (New Orleans, Louisiana).

- Bennett, J.B., Cook, R., Held, G., and O'Neill, C. (November, 2003). New SAMHSA Model Programs. Poster presented at "Research Roundtable" at Employee Assistance Professionals Association (EAPA) (New Orleans, Louisiana).
- *Bennett, J. B. (September, 2003). Innovations in Organizational Wellness: An Introduction to Workplace Substance Abuse Prevention. E-briefing Presentation on Division of Workplace Programs Web-site: Center for Substance Abuse Prevention; Substance Abuse & Mental Health Services Administration. Visit: <http://workplace.samhsa.gov> → e-Briefings.
- *Bennett, J.B. (July, 2003). Building A Healthy Work Organization: Innovative & Promising Approaches. Invited plenary for Department of Labor (Working Partners) Conference: Improving Productivity and Other Employment Outcomes Through Substance Abuse Prevention, Intervention, Treatment and Recovery. Visit: <http://www.dol.gov/asp/archive/workingpartners/wrkforce-conf.htm> → scroll down to "Plenary" (Washington, D.C.)
- *Bennett, J. B. with R. Stephenson (May, 2003). A New Era In Prevention: Workplace Training. Web-cast in conjunction with SAMHSA, ORC Macro, and National Center for Drug and Alcohol Information (NCADI). <http://ncadi.samhsa.gov/multimedia/> → Webcasts → May 6, 2003
- Bennett, J. B. (April, 2003). Workplace Social Health & Productivity: Team Awareness Training Increases EAP Utilization. Paper presented at the 15th Annual EASNA Institute—Employee Assistance Society of North America (San Antonio, Texas).
- Bennett, J.B. (March, 2003). Systems for awarding healthy company practices: Implications for occupational health sciences. Paper presented at "Work, Stress & Health, 2003: Fifth Interdisciplinary Conference on Work Stress" (Toronto).
- Bennett, J.B. & Motsenbocker, A. (March, 2003). Web-based worksite drug prevention: From needs assessment to selection strategy. Paper presented at "Work, Stress & Health, 2003: Fifth Interdisciplinary Conference on Work Stress" (Toronto).
- Bennett, J.B., Rao, S., & Kern, D. (March, 2003). Predicting employee responsiveness to a workplace alternative health/stress reduction workshop. Poster presented at "Work, Stress & Health, 2003: Fifth Interdisciplinary Conference on Work Stress" (Toronto).
- Bennett, J.B., Reynolds, G.S., & Lehman, W.E.K. (March, 2003). The "Black Box" of health promotion: Training room behaviors predict outcomes. Poster presented at "Work, Stress & Health, 2003: Fifth Interdisciplinary Conference on Work Stress" (Toronto).
- Bennett, J. B. (March, 2003). "Workplace Violence in Different Occupations"(Chair of Symposium). Symposium presented at "Work, Stress & Health, 2003: Fifth Interdisciplinary Conference on Work Stress" (Toronto).
- Bennett, J.B. (November, 2002). Prevention and Innovation in the Workplace: Beyond drug testing to wellness. Workshop presented at Florida Statewide Prevention Conference: Closing the Gateway to Drugs. (Orlando, Florida).
- Bennett, J.B., Neale, J., Krell, T., Trott, D. (August, 2002). Building an Effective Network for Web-Based Research: Toward a Quantitative Database for Workplace Spirituality. Professional Development Workshop; Presentation at Academy of Management (Denver, Colorado).

- Bennett, J.B. (July, 2002). Integral Organizational Wellness: Seeing the “Big Picture” in Organizational Health. Presentation at annual meeting of National Wellness Institute (Stevens Point, Wisconsin).
- Montgomery, C., and Bennett, J.B. (July, 2002). Spirituality and worksite wellness. Building the evidence-base. Presentation at annual meeting of National Wellness Institute (Stevens Point, Wisconsin).
- Bennett, J.B. and Lehman, W.E.K. (June, 2002). Reductions in employee problem drinking following a workplace intervention: Role of drinking climate. Paper presented at the Research Society on Alcoholism, San Francisco, CA.
- Bennett, J. B. (September, 2001). Setting an Agenda for Future Workplace Substance Abuse Prevention Policy. Invited Commentator at “Workplace Substance Abuse Prevention: Visualizing the Future- Research, Practice, and Policy”- Center for Substance Abuse Prevention’s Knowledge Exchange Workshop III (Crystal City, Virginia).
- Lehman, W.E.K., & Bennett, J. B. (September, 2001). Workplace Substance Abuse Prevention and Help-Seeking: Comparing a Team-oriented and Informational Training. Presentation at “Workplace Substance Abuse Prevention: Visualizing the Future- Research, Practice, and Policy”- Center for Substance Abuse Prevention’s Knowledge Exchange Workshop III (Crystal City, Virginia).
- Bennett, J.B. (discussant). (August, 2001). Time and timing in organizations. Symposium held Academy of Management annual meeting (Washington, DC).
- Bennett, J. B., (July, 2001). Team-oriented wellness and substance abuse prevention: An evidence-based approach for the workplace. Conference demonstration at annual meeting of National Wellness Institute (Stevens Point, Wisconsin).
- Bennett, J. B. (July, 2001). The quest for presence: Time and the healthful transformation of work. Presentation/workshop at annual meeting of National Wellness Institute (Stevens Point, Wisconsin)
- Bennett, J. B. & Kornmayer, K. (October, 2000). Making it happen: Context and research-practice collaboration in workplace prevention of alcohol abuse. Presented at Symposium on Alcohol in the Workplace; R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies (New York City).
- Bennett, J.B. (panelist) (August, 2000) All times are not the same: A workshop on temporal questions in organizational research and methods for studying them. Professional development workshop organized by Allen C. Bluedorn for Academy of Management annual meeting (Toronto, Canada).
- Bennett, J.B. (June, 2000) Time and Intimacy: Renewing a Sense of Presence at Work. Presented at “Going Public with Spirituality at Work and Higher Education” (University of Massachusetts, Amherst).
- Bennett, J.B. (Chair and presenter) (May, 2000) Prevention Science in the Workplace: New Approaches Based on Theory and Research. Symposium at the Annual Conference for the Society for Prevention Research (SPR) (Montreal).
- Lehman, W. E. K., Reynolds, G. S., & Bennett, J.B. (May, 2000) Stigma Toward Alcohol and Drug Users in the Workforce: Implications for Training and Treatment. Poster at the Annual Conference for the Society for Prevention Research (SPR) (Montreal).
- Bennett, J. B. (February, 2000) New approaches to workplace substance abuse prevention: From Big Picture to demonstration project. Invited presentation to Prevention Advisory Board of Magellan Behavioral Healthcare (Salt Lake City, Utah).

- *Bennett, J. B. (December, 1999) Team-Oriented Training for Workplace Substance Use Awareness: A Social Constructionist Approach. Presented at "Towards a Healthier Workplace: A Search for Better Practices in the Management of Workplace Substance Abuse Prevention in a Managed Care Environment" for the Center for Substance Abuse Prevention's Knowledge Exchange Workshop II (San Francisco, California). [on-line at <http://www.health.org/multimedia/presteleconf/work.aspx>]
- Bennett, J.B. (November, 1999) New Approaches to Employee Substance Abuse Training. Presented to Texas Municipal Human Resources Association (TMHRA) at the 87th Convention of the Texas Municipal League (TML) (Dallas). (with Wayne Lehman)
- Bennett, J.B. (Chair) (March, 1999) Beyond Drug-testing: Innovative Approaches in Dealing with Workplace Substance Abuse. Symposium at the Fourth International Conference on Work, Stress, and Health sponsored by the National Institute of Occupational Safety and Health (NIOSH) and the American Psychological Association (APA) (Baltimore).
- Bennett, J.B. (March, 1999) The Team Risk Management Approach. Presented in Beyond Drug-testing: Innovative Approaches in Dealing with Workplace Substance Abuse. Symposium at the Fourth International Conference on Work, Stress, and Health sponsored by the National Institute of Occupational Safety and Health (NIOSH) and the American Psychological Association (APA) (Baltimore).
- Bennett, J.B. and Lehman, W.E.K. (August, 1998). Gender differences across types of employee substance use: Influence of job and background factors. Poster presented at the International Congress of Applied Psychology, San Francisco, CA.
- Lehman, W.E.K., Reynolds, G.S., & Bennett, J.B. (August, 1998). Assessing the utility of a measure of tolerance for co-worker substance use. Poster presented at the International Congress of Applied Psychology, San Francisco, CA.
- Bennett, J.B., Forst, J.K., & Lehman, W.E.K. (April, 1998). Exposure to problem co-workers and total quality practices: transfer climate as a multi-level mediator. In W.E.K. Lehman and Cavanaugh, M. (Chairs), Recent trends in the study of transfer climate: Research, theory and consultation. Symposium conducted at the annual conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
- Bennett, J.B. (May, 1998). Dealing with Substance Use in a Team Environment. Facilitated Peer Exchange for annual international conference of the American Society of Training & Development, San Francisco, CA.
- Lehman, W.E.K., Bennett, J.B., & Forst, J.K. (May, 1997). A team-based approach for substance abuse prevention training in the workplace. Poster presentation at the annual meeting of the Society for Prevention Research, Baltimore, MD.
- Lehman, W.E.K., Bennett, J.B., & Reynolds, S. (September, 1997). Antecedents and consequences of substance abuse prevention training in the workplace. Poster presentation at the National Conference on Women, Phoenix, AZ.
- Bennett, J.B., & Lehman, W.E.K. (1996, April). Drinking norms, enabling, and work group processes: Distinguishing addictive from wellness cultures. In W.E.K. Lehman (Chair), Understanding drinking climates, addictive cultures, and communication processes: A cross-disciplinary perspective. Symposium conducted at the annual conference of the Society of Industrial and Organizational Psychology, San Diego, CA.

- Bennett, J. & Lehman, W.E.K. (1995). Job stress, teamwork, and drinking climates: Distinguishing cohesiveness from socializing. Paper presented at 'Work, Stress and Health '95: Creating Healthier Workplaces' (APA, Washington, DC). September 14-16, 1995.
- Bennett, J. & Lehman, W.E.K. (1995). The Drug-Free Workplace, Wellness Culture, and Total Quality: A Concept Map. Paper presented at 'Work, Stress and Health '95: Creating Healthier Workplaces' (APA, Washington, DC). September 14-16, 1995.
- Bennett, J. (1989). Toward a new script: NCRIPAL and collaborative research. Faculty Development (Regional Newsletter of the Bush Foundation)
- Wallin, C., & Bennett, J. (1989, Spring). Values and learning styles: A measure of learning style integration. Paper presented at Midwestern Psychological Association, Chicago, IL.
- Bennett, J. (1988, Fall). The call for community: Problems and prospects for the liberal arts and the interdisciplinary core. Paper presented at The Interdisciplinary Humanities Conference in Arlington, Texas (Association for Integrative Studies).
- Bennett, J. (1988, July). What does love got to do with it?: Predicting relationship stability with imbalances and reciprocities in love versus power. Paper presented at the 4th International Conference on Personal Relationships, Vancouver, British Columbia.
- Bennett, J. (1987, May). When leaders show antagonism: Behavioral and stress correlates of the need for power and the need for influence. Presented at the Midwestern Psychology Association, Chicago, IL.
- Conover, M. K., & Bennett, J. B. (1987, August). Awareness in opposite-sex attraction: Personality and physical attractiveness. American Psychological Association (Division 8), New York.
- Cooper, R. C., & Bennett, J. B. (1987, August). Blame and date-rape: The role of arousal and gender-stereotyped traits. American Psychological Association (Division 35), New York.
- Bennett, J. (1985, April). Need for power: Self-role congruence and job satisfaction. Paper presented at the Southwestern Psychological Association Convention, Austin, Texas.
- Bennett, J. (1982). The changing nature of interpersonal processes. A model for viewing interdependence in and over time. Paper presented at the International Conference on Personal Relationships, Madison, Wisconsin.
- Berman, J., & Bennett, J. (1982). Love and power in romantic relationships: Testing Waller's principle of least interest. Paper presented at the meeting of the American Psychological Association, Washington, D.C.
- Bennett, J. (1984). Perceiving sentiment and satisfaction in one's partner: Correlates with relationship stability. Paper presented at the International Conference on Personal Relationships (ICPR), Madison, Wisconsin.
- Bennett, J. (1984, July). "Losing" and/or "finding" ourselves through intimate involvement: Correlates of self-other differentiation in the perception of significant others. Paper presented at the International Conference on Personal Relationships (ICPR), Madison, Wisconsin.

CONSULTING/CLINICAL WORK

- 2010 **Online Facilitator Training for** Owens Corning, Chestnut Health Systems, Brandywine Consulting, Midland Partnership (Michigan). Certified 10 professionals to deliver stress management program.
- *2009 **Facilitator/Training of Trainers** for Magof Health (Island of Guam). Certified 18 professionals to deliver Team Awareness training. <http://www.youtube.com/watch?v=j2uBHPKsMRc>.
- 2007-current **Consultant/Trainer** to United States National Guard, Division of Substance Abuse; Trained and Certified 40 facilitators in implementing the adapted 'Team Readiness' program.
- 2002-2004 **Consultant**, to **Holographic Repatterning Association**, Internal Review Board Preparation for Practitioner and Client Survey on Effectiveness of Holographic Repatterning.
- 2001 **Consultant**, to Training Staff of **Magellan Behavioral Health Care**, Educational seminar and facilitation surrounding revision of module for EAP Supervisory Orientation
- 2000-2001 **Consultant**, to **Council of Hotel & Restaurant Trainers**, Development of benchmarking survey to assess training and development practices in the hotel and restaurant field
- 1999 **Consultant**, to **Center for Substance Abuse Prevention**, Workplace Managed Care Project, to develop and facilitate a large group collaborative forum; [Building Collaborative Models for Workplace Managed Care Substance Abuse Prevention](#) (October 13-15, Leesburg, Virginia)
- Consultant**, to **Worthington Hotel** (Fort Worth, Texas) to develop management training materials (Sexual Harrassment and Coaching, Counseling, and Discipline)
- 1998 **Consultant**, to **Wyndham International Hotels** and Resorts (Focus Groups, Organizational Surveys to Explore a New Best of Class/Employer of Choice Project)
- 1997-98 **Consultant**, to **City of Mesquite, TX** – Police Department (Organizational Development, Employee Surveys, Assessment Center Design, Promotion Systems)
- Consultant**, to **Human Resources of Worthington Hotel**, Fort Worth, TX (Training Assessment, Employee Opinion Survey)
- Consultant**, to **Council of Hotel & Restaurant Trainers** (Membership Survey)
- Consultant**, to **DARE Program**, City of Fort Worth (Data Analysis: Course Assessment)
- Consultant**, to **Dallas Family Services** (Data Analysis: Training Assessment)
- 1994 **Instructor**, 'Driving While Intoxicated' Clinic for Conduct Modification Center, Minneapolis
- 1992-93 **Living Process Facilitator**, Conducting Short-term counseling groups.
- 1983-85 **Certified Driver Training Instructor** [State of Texas], National Corrective Training Institute, Austin
- 1984 **Consultant in Organizational Development to the Students Association**, at the University of Texas, Austin [practicum]

- 1982 **Trainer in Anger Management**, for Spouse Abusers referred by Austin Municipal Court; work sponsored by Austin Child and Family Services, Inc.
- 1980-81 **Psychological Counselor**, Counseling-Psychological Services Center, University of Texas: 400 hours of supervised practicum experience in student counseling
- 1981 **Consultant in Psychological Evaluations**, Austin State School (psychological testing, evaluation, and report writing for the mentally handicapped)
- 1980 **Psychological Counselor**, Austin State Hospital; 200 hours of supervised practicum experience in counseling/clinical assessment (MMPI, Rorschach, WAIS)
- 1969-70 **Child Care Worker**, Maimonides Institute for Mentally Handicapped Children, Far Rockaway, New York

SELECTED CONSULTING ACTIVITIES (WORKSHOP DESIGN, FOCUS GROUPS & PRESENTATIONS):

- 2010-current **Designed Wellness Programming: American Council of Engineering Companies Life/Health Trust**; lead consultant to help with the assessment, design, and support for wellness programming for a large health insurance trust
- 2011 **Stress Prevention + Employee Assistance Programming: A Perfect Formula**. Invited workshop presenter to human resources/affiliate clients for AXA-ICAS (Johannesburg, South Africa) [120 attending]
- 2007-2010 **Organizational Development activities for the U.S. National Guard**.
- 2010 **Build it and They Will Come: Launching an Effective Program for Small, Medium, and Uninsured Companies**. Invited workshop presenter and organizer for Houston Wellness Association 2010 conference [50 attending]
- 2007 **Managing Stress in the Workplace: Challenges and Solutions**. Invited facilitation for the “Wellness Exchange Series” sponsored by Dallas-Fort Worth Champions in Health: Workplace Wellness [25 attending]
- 2007 **Empowering EAPS as Collaborators: A Dialogue on Integral Prevention and Innovation** Workshop presented at the Annual Employee Assistance Society of North America (Atlanta, Georgia), with Dr. Mark Attridge; [50 attending]
- 2006 **Tools for Empowering Practitioners to Bring Prevention Programs to Scale: Utilizing Evidence-Based Wellness**. Workshop presented at the 2nd Annual Southwest Prevention Convention Dallas, Texas [10 attending]
- 2006 **Wellness Committee Planning Retreat**. Full-day retreat for City of Bedford (Texas) Wellness Committee. [10 attending]

- 2006 **Tools for Empowering Practitioners to Bring Prevention Programs to Scale: Utilizing Evidence-Based Wellness.** Workshop presented at the 16th Annual Art & Science of Health Promotion Conference Las Vegas, Nevada [*60 attending*]
- 2005 **Drug free workplace as a platform for prevention: Entry level skills training.** Healthy Drug-Free Worker Institute (Keizer, OR) [*20 attending*]
- 2004 **Team Awareness for Total School Health (Yes! Teacher's & Staff Too!): Introduction to a SAMHSA Workplace Model Program.** Workshop presented to Texas Safe & Drug Free Schools Conference (Dallas, Texas) [*10 attending*].
- 2004 **Heart-Centered Leadership Teleclass Series** (with Susan Steinbrecher). Workshop presented to General Managers and Directors of Sales (Homewood Suites) [*100+ participating*]
- 2004 **Heart-Centered Training: The Skills Matrix for Effective Experiential Learning.** (with Susan Steinbrecher). Workshop presented to professional trainers at American Society of Training and Development (Dallas Chapter). [*20 attending*]
- 2003 **Team Awareness Supervisory Training.** Workshop presented to Confederated Tribes of Grande Ronde (December; Grand Ronde, Oregon) [*80 attending*].
- 2003 **Stress Workshop.** Workshop presented at Southern Methodist University as part of the *WellPower* program (September; Dallas, Texas) [*30 attending*].
- 2003 **Time & Presence.** Workshop presented at Southern Methodist University as part of the *WellPower* program (September; Dallas, Texas) [*30 attending*].
- 2003 **Communication at Work.** Workshop presented at Southern Methodist University as part of the *WellPower* program (September; Dallas, Texas) [*10 attending*].
- 2003 **Quest for Presence: Transformational Time Management.** Workshop presented at the Seventh International Conference on Business and Consciousness (January; Santa Fe, New Mexico) [*60 attending*].
- 2002 **Time and the Soul's Journey: Are You a Contemplative or Just a Busy Person Who Lost Their Way?** Evening Lecture/Saturday Workshop for the C.G. Jung Society of North Texas. [*40 attending lecture/12 attending workshop*].
- 2002 **Contemplations for a Busy World: Exploring Time and Intimacy at Work and at Home.** Workshop in personal growth, work-life balance, and time management presented to health promotion practitioners at the National Wellness Institute (Stevens Point, Wisconsin) [*60 attending*]
- 2001 **Team Awareness for Workplace Health and Substance Abuse Awareness.** Survey, consultation, and training in delivery of team health model. Presented to staff of Friends Social Research Institute (April; Baltimore, Maryland) [*120 attending*]
- 2001 **The Core of Presence: Work, Spirituality, and Inclusiveness.** Workshop on diversity issues related to spirituality. Presented at the "Second Annual Conference on Inclusiveness: Working Together to Create New Community." Texas Christian University Fort Worth, Texas April 5 - 6, 2001 [*15 attending*]

- 2000 **The Quest for Presence: Time & the Transformation of Work.** Workshop in personal growth, workplace spirituality, and time management presented [for CEU credit at Magellan Healthcare (Dallas Headquarters) *25 attending*, for students, staff and faculty at Brandeis University (Waltham, Massachusetts) *50 attending*]
- 2000 **Time, Work & Intimacy: The Psychospiritual Infrastructure of Organizations.** Slide-show, art, and poetry presentation at the Academy of Management “Village Square” display (Toronto, Canada).
- 2000 **Time & Intimacy: Finding Serenity in a Busy World,** Design and delivery of introductory lecture and workshop/retreat to help individuals and couples approach time and time management in healthful ways (facilitating at Unity Churches of Fort Worth and Dallas)
- Team-Enhanced Substance Abuse Awareness Training,** Primary designer of innovative employee and supervisor training program to help increase referral and a group climate supportive of referral for help (funded by NIDA Grant, principal investigator, Dr. Wayne E. K. Lehman, Texas Christian University) (*Trained over 400 employees*)
- 1998-99 **Focus Groups for Preparatory Enhancement of Transfer of Training Climate,** Primary designer of focus groups to help employees identify needs as consumers of awareness training (funded by NIDA Grant, principal investigator, Dr. Wayne E. K. Lehman, Texas Christian University) (*Facilitated 8 groups, over 200 employees*)
- 1998 **Focus Groups to Identify Needs in Culture Change Initiative,** Primary designer of focus groups to collect employee views on making a culture change and identifying needs within a large, international hotel company (contract with Wyndham International Hotels) (*Facilitated 5 groups, 60 employees*)
- 1997 **Understanding Work-Place Substance Abuse.** Workshop presented as part of the required Safety Class for water utility supervisors, sponsored by “The Texas Water Utilities Commission.” (Regional certification: Hurst, Texas) (*Trained 40 employees*)
- 1997 **Teams as Purveyors of Organizational Wellness.** Workshop presented for the Fourth Annual Strategies and Skills Conference for Effective Teaming (Sponsored by the Center for the Study of Work Teams, Dallas, Texas) (*8 attending*)
- 1996 **Drinking Climates & Substance Use Patterns Among Police Officers.** Presentation to Police Peer Counselors, City of Fort Worth Police Department (Psychological Services)
- 1996 **Personal and Organizational Stress: Taking an Inventory.** Presentation to Police Communications, Fort Worth Police Department (with Max Ragsdale, City of Fort Worth EAP) (*90 attending*)
- Police Daily Hassles & Daily Uplifts.** Presentation to Police Peer Counselors, City of Fort Worth Police Department (Psychological Services) (*20 attending*)
- Understanding Your Motives as a Leader.** Presentation to students at (1) Texas Christian University Annual Leadership Institute, (2) Southern Methodist University, class in Industrial/Organizational Psychology (Mary Alice Gordon)
- 1995 **Assessing Organizational Change: Focus Group and Department Head Interviews.** Conducted for City of Fort Worth

- 1995 **Increasing Awareness of Substance Abuse in Workplace Culture: Focus Groups for Design of Training Module.** (with Kim Rockwell-Evans, City of Grand Prairie EAP)
- 1994 **Team Building: Harmful Myths, Helpful Realities.** Presentation to Winona Training Consortium (*80 attending*)
- 1993-94 **Right Livelihood (Living with Vision).** Twelve hour workshop for (1) Winona Council for Quality and Community Education of Winona, (2) Saint Mary's College Wellness Center, (3) Environmental Systems of Winona
- 1990-91 **Stressors in Your Life.** Classes for Winona Community Education
- 1988 **Emptying and Listening: Communication and Community Service.** In service for the Hiawatha Valley Mental Health Center, Winona, MN
- 1988 **Meeting the Challenge of Change: Dealing with Stress in Organizational Change.** Employee Workshop for St. Anne's Hospice, Winona, MN
- 1987 **Leadership and Organizational Health.** Class for the Austin Community; sponsored by the Learning Network[®]
- 1985 **How to Cope with Stress in Oneself and in Others.** Presentation to the Resident Assistants at the University of Texas during their pre-semester training week
- 1984 **Time Management for the Head Nurse.** Three hour workshop for Head Nurses at St. David's Community Hospital, Austin, TX
- 1984 **Stress and Communication.** Presentation for Bank Trainers (personnel officers) from the state of Texas; sponsored by the Texas Savings and Loan League

ADDRESSES AND PANELS

- 2010, Jan. [What are the Critical Issues in Employee Health Facing Employers Now and in the Future?](#) (Ask The Experts Panel). Houston Wellness Association (Annual Conference) [200 attending]
- 2006, Oct. [Empowering Health Promotion Practitioners: Tools for Creating a Healthy Workplace.](#) Utah Worksite Health Promotion Conference. (Annual Conference) (Salt Lake, UT). [150 attending] **Invited Keynote.**
- 2006, Sept. [Beyond health promotion: Knowledge of cause brings wisdom of solution.](#) Watson Wyatt National Data Cooperative (Annual Meeting) (Dallas, Texas). **Invited Keynote.**
- 2006, June [Heart Centered Leadership: Implications for Health Care \(Inside and Out\).](#) California Health Information Association (Annual Conference) (Rancho Mirage, CA). **Invited Keynote.**
- 2005, Sept. [Impacting Executive Health and Productivity: A Holistic Approach with Questions, Answers and Insights.](#) International Coach Federation-North Texas. (Dallas, TX). **Invited Panelist.**
- 2005, March [Substance abuse in the workplace.](#) Southern Oregon Employer's Conference (Canyonville, OR) [100 attending]. **Invited Keynote Address.**

- 2005, March [Healthy Leadership: Making a difference...for you...for them.](#) Annual Spring Conference for California Association for Healthcare Quality (Long Beach, CA). **Invited Keynote Address.**
- 2005, April [Employee Assistance Professionals and Risk Managers: Where are the Synergies?](#) Participation on Panel with Risk and Loss Control Experts at Fifth Annual Colorado Employee Assistance Professionals Association Conference (Arvada, CO).
- 2004, July [Team Awareness and Integral Organizational Wellness; Work Culture, Positive Psychology, and the Ripple Effect.](#) Annual Summer Seaside Wellness Conference (Seaside, OR). **Invited Keynote Address.**
- 2003, Oct. [A Healthy and Drug-Free Workforce: Recent Findings and Innovations.](#) Invited to present at Drug-Free Workplace Conference; sponsored by Florida Drug Screening, Inc. (Orlando, FLA).
- 2003, July [Building Healthy Organizations: Innovations and Promising Practices.](#) Invited to present at Drug-Free Workforce Conference: Improving Productivity and Other Employment Outcomes Through Substance Abuse Prevention, Intervention, Treatment, and Recovery; sponsored by the Department of Labor (Washington, DC).
<http://www.dol.gov/asp/programs/drugs/workingpartners/wrkforce-conf.htm> → Plenary Building A Healthy Work Organization: Innovative & Promising Approaches
- 2003, July [Collaboration is the Key.](#) Invited to Present to Air Force, Air Force Reserve, and Air National Guard Worldwide Substance Abuse Conference (San Diego, California).
- 2002, Sept. [Beyond Drug Testing: Innovations in Organizational Wellness.](#) Invited to present to clinical staff at North Texas/Dallas Veteran's Administration (VA).
- 2001, Feb. [Drugs in the workplace: A concern for future leaders.](#) Invited to present to student leaders in the Professional Leadership Program at University of North Texas.
- 2000, Dec. [Time, intimacy and the science of personal relationships: Should we distinguish pop psychology from good theory?](#) Invited Lecture to Natural Sciences Division, College of Purchase, State University of New York.
- 2000, Oct. [Time, spirituality and work-life in organizations.](#) Invited address to EAPA Association, Fort Worth Chapter of Employee Assistance Professionals, Fort Worth, TX.
- 2000, Sept. [Time, spirituality and work-life in organizations.](#) Invited address to EAPA Association, North Texas Chapter of Employee Assistance Professionals, Dallas, TX.
- 2000, Jan. [Drugs in the workplace: A concern for future leaders.](#) Invited to present to student leaders in the Professional Leadership Program at University of North Texas.
- 1999, May [Drugs and the workplace: Planning the research agenda.](#) Invited to participate in planning session through NIDA (National Institute of Drug Abuse) at Neuroscience Center, Bethesda, Maryland.
- 1996, Nov. [Understanding the problem employee: A whole systems approach.](#) Invited keynote address to regional conference "Risky Business II: Our Troubled Workplace", sponsored by San Diego Chapters of the Employee Assistance Professional Association and International Personnel Management Association, San Diego, California.

- 1996, Nov. [Issues in workplace substance use: applied and behavioral perspectives on policy](#). Chaired panel discussion conducted at annual convention, Texas Psychological Association, Dallas, TX.
- 1996, Sept. [EAPs, organizational wellness & total quality: Dialogue & the expanding role of the EAP](#). Invited address to EAPA Association, North Texas Chapter of Employee Assistance Professionals, Dallas, TX.

RECENT AWARDS:

Service and Leadership Award-National Wellness Institute (2008).

Team Awareness program registered in the **National Registry of Effective Prevention Programs (NREPP)**; Center for Substance Abuse Prevention. (2007)

Team Awareness program registered as a **Model Program**; Center for Substance Abuse Prevention. (2002)

Team Awareness program registered in the **National Registry of Effective Prevention Programs (NREPP)**; Center for Substance Abuse Prevention. (2003)

Highest Award for Achievement. Dale Carnegie Human Relations Course (97DC06, Fort Worth, Texas)

CHART Commitment to CHART Award. Council of Hotel & Restaurant Trainers first partnership award at CHART's 60th bi-annual conference. (2000, New Orleans, Louisiana).

RESEARCH ASSISTANT/ASSOCIATE:

- 1979-80 **Dream Research Laboratory**, Department of Psychology, University of Texas at Austin
- 1978-79 **Brain Research Laboratories**, New York University (Medical) (Neurometric/EEG & psychological assessment)
- 1977-78 **Research Laboratory in Cognitive Psychophysiology**, State University of New York, College at Purchase

CONSULTING ACTIVITIES/SKILLS

Performance Systems, Personal Coaching, Mediation, Personal and Organizational Development Workshops, Organizational Assessment, Workplace Health Promotion, Large Group Facilitation, Climate/Culture Assessment, Focus Group Design/Facilitation, Employee Survey Assessment, Training Design and Evaluation, Statistical Methods (SAS, SPSS), Benchmarking Analyses, PowerPoint Design, Research Design

ADVISORY/BOARD RESPONSIBILITIES (Current or Recent)

- Judge for 'Champions in Health' Annual "Workplace Wellness Awards" (2004-2007, Dallas, TX).
- Institutional Review Board (member). Texas Christian University (Dept. of Psychology).
- National Registry of Effective Programs—Program Reviewer
- Center for Scientific Review – Grant Reviewer for National Institute of Occupational Health and Safety (NIOSH) – SOH division (Charles Rafferty; June, 2002).
- Scientific Advisory Board – Tri-annual conference on "Work, Stress, & Health" sponsored by the American Psychological Association, National Institute of Occupational Safety & Health
- National Prevention Advisory Board – Magellan Behavioral Health Care
- Board 'Management, Spirituality & Religion Division' – Academy of Management
- Advisory Council for "Drug-Free North Texas" Tarrant Council of Alcoholism & Drug Abuse

ACADEMIC COURSES TAUGHT (Undergraduate/Graduate)

Humanistic Psychology, Transpersonal Psychology, Social Psychology, Theories of Personality, The Psychology of Personal Relationships, Small Group Processes, Introduction to Psychology, The Power of Language, Industrial/Organizational Psychology, Statistics

PROFESSIONAL MEMBERSHIPS:

Dallas/Fort Worth Organizational Psychology Group (inactive)
American Society for Training & Development (inactive)
Academy of Management (inactive)
American Psychological Association
Association for Spirit at Work
Organizational Development Network (inactive)
Employee Assistance Society of North America
Society for Human Resource Management
American Psychological Association
E-Learning Guild
National Wellness Institute

EDITORIAL ADVISORY:

Journal of Personal and Social Relationships, Journal of Group Dynamics, Journal of Drug Education, Journal of Health and Social Behavior, Substance Use and Misuse, Work & Stress, Academy of Management (Organizational Behavior Division), Journal of Occupational Health Psychology, American Journal of Industrial Medicine

RECENT PROFESSIONAL DEVELOPMENT

Certified Wellness Practitioner (National Wellness Institute; Expires August 13, 2014)

Commercialization Assistance Program (LARTA) National Institutes of Health Technical Assistance to SBIR Grant Awardee (September, 2006 – June, 2007)

The Integral Leader (Ken Wilber's Integral Institute, Westminster, Colorado, August, 2006)

Leadership in Action (Strozzi Institute, Leadership Series, Dallas, Texas, October 2005)

National Wellness Institute (Annual Conference, Stevens Point, Wisconsin, July, 2005)

Work, Stress, and Health 2003 (International Conference sponsored by NIOSH, and APA, March, 2003)

National Wellness Institute (Annual Conference, Stevens Point, Wisconsin, July, 2002)

Academy of Management (Annual Conference, Denver, CO, August, 2002)

Holographic Repatterning (completed four fundamental courses, certified Level 1; Fort Worth, 2002)

Applied Suicide Intervention Service Training (2 day workshop, Texas Christian University, March, 2002)

Mediator Training (certified at 40 hours, Texas Christian University, October, 2001)

Academy of Management (Annual Conference, Washington, DC, August, 2001)

National Wellness Institute (Annual Conference, Stevens Point, Wisconsin, July, 2001)

Academy of Management (Annual Conference, Toronto, Canada, August, 2000)

The EAP in the Third Millennium (Conference Sponsored by the North Texas Chapter of the Employee Assistance Professional Association, Dallas, Texas, September, 2000)

Training Implementation Planning Workshop (S. E. Steinbrecher & Associates, Dallas, Texas, June, 2000).

Work, Stress, and Health 1999 (International Conference sponsored by NIOSH, and APA, March, 1999)

American Society for Training & Development (ASTD) (National Conference, San Francisco, May, 1998)

Association for Worksite Health Promotion (Southwest Regional Conference, Austin, Texas; March, 1997)

Fourth Annual Strategies and Skills Conference for Effective Teaming (Sponsored by the Center for the Study of Work Teams Dallas, Texas; February, 1997)

The Dale Carnegie Human Relations and Effective Speaking Course, offered by Joe Nicholson & Associates, Inc. (Fort Worth, Texas; January - April, 1997)

Welcoming Diversity, workshop in prejudice reduction from the National Coalition Building Institute, sponsored by University of North Texas (October, 1996)