Brandon A. Sullivan, Ph.D.

University of Minnesota

sull0179@umn.edu

# Education

2006 **University of Minnesota, Twin Cities** Minneapolis, MN

Ph.D. in Psychology

1998 **University of Minnesota, Twin Cities** Minneapolis, MN

M.A. in Counseling and Student Personnel Psychology

1995 **Carleton College** Northfield, MN

B.A. in Political Science

# professional experience

2013- **University of Minnesota** Minneapolis, MN

Present ***Senior Director of Leadership and Talent Development***

Lead a team of consultants and trainers responsible for employee engagement, leadership development, change management, and organizational development for the 5-campus University of Minnesota system; designed and implemented new engagement survey for more than 20,000 faculty and staff; created a range of new talent management tools and processes, including a leadership competency model, 360 surveys, leadership development programs, and selection assessments; regularly advise and consult with senior leaders

2015- **University of Minnesota** Minneapolis, MN

Present ***Teaching Faculty***

Teach graduate courses on wellbeing in the workplace, leadership, and organizational behavior; hold the following positions: Instructor and Graduate Faculty, Center for Spirituality and Healing, Sr. Lecturer, Carlson School of Management, and Faculty Affiliate, Department of Organizational Leadership, Policy, and Development

2011-2013 **Corporate Psychologists, LLC** Golden Valley, MN

***Partner and Director of Talent Management Solutions***

Drove integration and efficiency across talent practices for corporate clients through the design and implementation of new and enhanced assessments, 360 surveys, competencies, and other talent tools; assessed candidates for critical leadership roles to ensure quality selection decisions; identified and assessed high potential talent; assessed and coached leaders, including C-level executives, to improve performance and team effectiveness

2007-2011 **Target Corporation - HQ** Minneapolis, MN

***Manager, Talent Assessment and Survey Research***

Led a global team of consultants and analysts; aligned talent selection with business needs through creating an enterprise-wide talent assessment strategy; led the development of a global competency model affecting over 300,000 employees; led the design of content and reporting for annual engagement survey completed by over 275,000 employees; identified and communicated survey and assessment insights to senior leaders

2006-2007 **Target Corporation - HQ** Minneapolis, MN

***Consultant, Talent Assessment***

Assessed candidates for key leadership positions across HQ and Stores; advised senior leaders in talent planning discussions to inform hiring, promotion, and placement decisions; identified key competencies and derailment risk factors for pivotal roles

2005-2006 **University of St. Thomas** St. Paul, MN

***Pre-Doctoral Intern in Professional Psychology***

Served as a consultant to departments within the university on issues related to student wellbeing; conducted workshops for students, faculty, and staff; provided personal and career counseling to undergraduate and graduate students; supervised doctoral trainees

2000-2005 **University of Minnesota, Department of Psychology** Minneapolis, MN

***Instructor and Graduate Research Assistant***

Taught a range of undergraduate and graduate courses in assessment, interviewing, career development, negotiation, and research methods; conducted research in career and organizational psychology through the Center for Interest Measurement Research

2000-2004 **University of Minnesota, Career Counseling and Assessment Clinic** Minneapolis, MN

***Career Counselor and Clinic Coordinator***

Directed daily operations of a career counseling center based in the Department of Psychology and open to the public, supervised counselors, led staff meetings, developed and provided training, and evaluated staff performance

1998-2000 **Cornell University, Center for Learning and Teaching** Ithaca, NY

***Instructor***

Provided workshops and consulting to individuals and departments, developed training content covering a range of issues including: time management, learning styles, and stress management; trained faculty and staff to assist students with study skills

1998-2000 **Cornell University, Johnson Graduate School of Management** Ithaca, NY

***Research and Teaching Assistant***

Collaborated with two professors on research projects on leadership, negotiation, and team dynamics; provided individualized leadership assessments to MBA students; facilitated negotiation exercises for executive MBA students

1996-1997 **Educational Opportunity Center** St. Paul, MN

***Career Counselor***

Provided individual career counseling and workshops for adults at this program funded by the U.S. Department of Education; worked with a culturally diverse client population; provided career and job market information

# HONORS AND AWARDS

Excellence in HR Practices Award, College and University Professional Association for Human Resources, Midwest Region, 2014

Most Influential Paper Award, Conflict Management Division, Academy of Management, 2010

Strategic Priority Award, Target Corporation, 2010

Organizational Effectiveness Leadership Award, Target Corporation, 2010

HR Excellence Award, Target Corporation, 2008

Graduate Student Research Award, Society for Vocational Psychology, American Psychological Association, 2005

Graduate Student Research Competition Award, Association for Psychological Science, 2002

# PUBLICATIONS

Bartlett, K. R., Kreitzer, M. J., & Sullivan, B.  (2016). Faculty engagement and well-being: A vital leadership role for department chairs.  *The Department Chair, 26*(4), 14-16.

Hansen, J.C., Sullivan, B.A., & Luciana, M. (2011). A social neuroscientific model of vocational behavior*. Journal of Career Assessment, 19,* 216-227.

Steger, M. F., Kashdan, T.B., Sullivan, B.A, & Lorentz, D. (2008). Understanding the search for meaning in life: Personality, cognitive style, and the dynamic between seeking and experiencing meaning. *Journal of Personality*, 76, 199-228.

Sullivan, B.A., Snyder, M., & Sullivan, J.L. (2007). *Cooperation: The political psychology of effective human interaction.* Blackwell Publishing, Malden, MA.

Sullivan, B.A., O’Connor, K.M., & Burris, E. (2006). Negotiator confidence: The impact of self-efficacy on tactics and outcomes. *Journal of Experimental Social Psychology, 42*, 567-581*.*

Sullivan, B.A., & Hansen, J.C. (2004). Mapping associations between interests and personality: Toward a conceptual understanding of individual differences in vocational behavior. *Journal of Counseling Psychology*, 51, 287 – 298.

Sullivan, B.A., & Hansen, J.C. (2004). Evidence of construct validity of the interest scales on the Campbell Interest and Skill Survey. *Journal of Vocational Behavior, 65,* 179 -202*.*

## Hansen, J.C., Dik, B., & Sullivan, B.A. (2004). Using the Strong Interest Inventory with adult clients in an integrated model of career counseling. *Career Planning and Adult Development Journal, 19,* 80 – 95.

Hansen, J.C., & Sullivan, B.A. (2003). Assessment of workplace stress. In J. Wall and G. Walz (Eds.), *Measuring up: The ultimate resource on testing for teachers, counselors, and administrators*. Greensboro, NC: ERIC/CASS.

Tinsley, C.H., O’Connor, K.M., & Sullivan, B.A. (2002). Tough guys finish last: The perils of a distributive reputation. *Organizational Behavior and Human Decision Processes, 88,* 621 - 642.

Romano, J., & Sullivan, B.A. (2000). Simulated group counseling for group work training: A four year research study of group development. *Journal for Specialists in Group Work, 25*, 366-375.

# CONFERENCE PRESENTATIONS

Sullivan, B.A., Engler, J, Goh, M, & Gram O. *Supporting the retention and success of faculty of color through assessment and enhancement of the work environment.* Keeping Our Faculty VII: Recruiting, Retaining, and Advancing American Indian and Faculty of Color, Minneapolis, MN, April 2016

Sullivan, B.A., Bartlett, K., & Rana, S. *The role of strategic HRD in establishing employee engagement initiatives: A case study from higher education.* Paper presented at the 16th International Conference on Human Resource Development Research and Practice across Europe, Cork, Ireland, June, 2015.

Engler, J., Linhares, S., Sullivan, B.A., & Wood, J. *Employee engagement surveys and action items: Comparing the approaches of two institutions.* Presentation at the Annual Conference of the College and University Professional Association for Human Resources, Orlando, FL, October 2015.

Engler, J., Linhares, S., Sullivan, B.A., & Wood, J. *Employee engagement surveys and action items: Comparing the approaches of two institutions.* Presentation at the Annual Conference of the College and University Professional Association for Human Resources Midwest Region, Detroit, MI, April 2015.

Sullivan, B.A. & Manchester, C. *How to get employee engagement right: What works, what doesn’t, and why.* Presentation at the HR Tomorrow conference at the Carlson School of Management at the University of Minnesota, Minneapolis, MN, April, 2014.

Brown, K., & Sullivan, B.A. *Where talent and culture align, excellence happens.* Presentation at the Annual Conference of the College and University Professional Association for Human Resources, Las Vegas, October, 2013.

Girouard , MJ, & Sullivan, BA*. Talent selection and management under scrutiny: Assessing and reducing legal risk while increasing business value.* Presentation at the Annual Conference of the Minnesota Society for Human Resource Management, Rochester, MN, October 2012.

Ramesh, A., Wright, K., Morewitz, C., Sullivan, B., & Homer, L. *The science and art of identifying high potential talent.* Presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April, 2011.

Bassani, J., Del Duco, S., Donovan, M, Ghods, N., Saavedra, J., & Sullivan, B. *To share or not to share survey data with employees.* Presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, April, 2010.

Sullivan, B.A. *Leadership style, group member affect, and group dynamics: The key role of leader process directiveness.* Poster presented at the Annual Meeting of the Minnesota Psychological Association, Minneapolis, MN, April, 2006.

Sullivan, B.A., & Peterson, R.S. *The critical role of leader directiveness in turning back effects of negative performance feedback.* Paper presented at the Academy of Management Annual Meeting, New Orleans, August, 2004.

Sullivan, B.A., & Hansen, J.C. *Beyond Holland’s hexagon and the Big-5.* Poster presented at the American Psychological Association convention, Toronto, August, 2003.

Sullivan, B.A., Kolars, C., Hafner, C., & Gonzales, M.H. *Stereotype threat and the disidentification of women from leadership roles.* Poster presented at the American Psychological Association convention, Toronto, August, 2003.

Sullivan, B.A., O’Connor, K.M., & Burris, E. *How negotiation-related self-efficacy affects tactics and outcomes.* Paper presented at the Academy of Management Annual Meeting, Seattle, August, 2003.

Sullivan, B.A., & Hansen, J.C. *Construct validity of the Campbell Interest and Skill Survey.* Poster presented at the American Psychological Association convention, Chicago, August, 2002.

Sullivan, B.A., & Peterson, R.S. *Leader directiveness as a source of collective efficacy within decision-making groups.* Paper presented at the American Psychological Society convention, New Orleans, June, 2002.

Sullivan, B.A. & O’Connor, K.M. *Negotiator confidence: The impact of self-efficacy on negotiation performance.* Paper presented at the Annual Meeting of the International Association for Conflict Management, Cergy, France, June, 2001.

Arnold, J., O’Connor, K.M., & Sullivan, B.A. *The dynamics of negotiation: Impasses, agreements, and the lingering effects of failure.* Paper presented at the Annual Meeting of the International Association for Conflict Management, Cergy, France, June, 2001.

Tinsley, C., O’Connor, K.M., & Sullivan, B.A. *“Nice” guys finish first: The value of cultivating an integrative reputation.* Paper presented at the Annual Meeting of the International Association for Conflict Management, St. Louis, Mo., June, 2000.

**INVITED PRESENTATIONS**

Sullivan, B.A. *Wellbeing in the workplace.* Presentation at the 2016 Workforce Solutions Conference, St. Cloud, MN, May, 2016

Sullivan, B.A, & Simco, J. *Using employee engagement to transform talent and culture practices at the University of Minnesota.* Presentation at the Hay Group Employee Engagement Forum, Chicago, IL, May, 2014.

Sullivan, B.A. & Manchester, C. *The science and practice of employee engagement.* Presentation to the Human Resources Forum at Wells Fargo, Minneapolis, MN, May, 2014.

Sullivan, B.A., & Simco, J. *Using employee engagement to enable high-impact scholarship, teaching, and service*. Presentation to Minnesota Professionals for Psychology Applied to Work, Minneapolis, MN, October, 2013.

Sullivan, B.A. *How to get employee engagement right: What works, what doesn’t, and why.* Presentation to the Minnesota chapter of the International Public Management Association for Human Resources, St. Paul, MN, September, 2013.

Sullivan, B.A. *Easier said than done: How to get employee engagement right.* Presentation to the Industrial-Organizational Psychology program at St. Cloud State University, St. Cloud, MN, April, 2013

Sullivan, B.A. *Helping organizations build a strong leadership bench: Internal and external consulting perspectives.* Presentation to the Industrial-Organizational Psychology program at Minnesota State University Mankato, Mankato, MN, October, 2012

Sullivan, B.A., Magnuson, D., *Keys to bench strength success: Identifying and developing great leaders*. Presentation to the Twin Cities Human Resources Association, Minneapolis, MN, July, 2012.

**COURSES TAUGHT**

University of Minnesota, Carlson School of Management

* *MBA 6110: Leading Others*, 2016

University of Minnesota, Center for Spirituality and Healing

* *CSPH 5808: Wellbeing in the Workplace*, 2015

University of Minnesota, Department of Psychology

* *Psy 8554: Career and Occupational Health Psychology Assessment*, 2002, 2004
* *Psy 5501: Vocational and Occupational Health Psychology*, 2002, 2003, 2004, 2005
* *Psy 3902: Major Project in Psychology*, 2004, 2005
* *Psy 2960: The Psychology of Negotiation and Conflict Resolution*, 2002, 2004
* *Psy 1001: Introduction to Psychology*, 2001

University of Minnesota, Department of Educational Psychology

* *EPsy 8501: Counseling Pre-practicum*, 1997

**PROFESSIONAL ACTIVITIES**

**Organizations and Conferences:**

Program Reviewer, Society for Industrial Organizational Psychology, 2009 – Present

Vice-President of Programming, Minnesota Professionals for Psychology Applied to Work, 2011-2013

Program Reviewer, Academy of Management (Organizational Behavior Division), 2005

Reviewer, Association for Psychological Science Student Research Competition, 2003

**Professional Affiliations:**

The Society for Industrial and Organizational Psychology (SIOP)

Minnesota Professionals for Psychology Applied to Work (MPPAW)

American Psychological Association (APA)

**Ad Hoc Journal Reviewing:**

*Journal of Vocational Behavior, 2005-2006*

*Journal of Counseling Psychology, 2003-2006*