

Jessica Brull Barrett Diaz

Assistant Professor, Division of Behavioral and Organizational Sciences
Claremont Graduate University

EDUCATION

Claremont Graduate University, Claremont, CA

Ph.D. in Organizational Psychology, Concentration: Organizational Behavior

Spring 2023 (expected)

Cornell University, Ithaca, NY

Bachelor of Arts in Government

May 2006

RESEARCH EXPERIENCE

Research Interests: Organizational Behavior, Leadership, Leader Development, Psychological Safety, Employee Experience, Organizational Justice, Equity and Inclusion, Coaching, Statistics and Research Methodology

Adjunct Research Associate

Center for Creative Leadership | Greensboro, NC

September 2018 – Present

- Designed and conduct study on the future of digital leader assessment for development
- Authored webinar and white papers on the future of digitally-enabled leader assessment and development tools in the flow of work
- Facilitate CCL leader development events

Research Lab Consultant

LeAD Labs, Claremont Graduate University | Claremont, CA

August 2021 – July 2022

- Provide feedback to advanced doctoral students on their research
- Revise publication-ready manuscripts for theoretical rationale and writing quality
- Coach students on study design and statistical analyses

Research Lab Manager

LeAD Labs, Claremont Graduate University | Claremont, CA

June 2018 – August 2021

- Establish research agenda in collaboration with lab director, Dr. Rebecca Reichard
- Establish protocol for new research project selection
- Support lab members with lab research, including the use of relevant research and analysis software
- Design agenda and facilitate biweekly research meetings

TEACHING EXPERIENCE

Course Interest: Organizational Behavior, Leader Development, Leadership, Statistics, Research Methods, Training and Development, Organizational Justice, Equity and Inclusion at Work, Selection

Assistant Professor, Division of Behavioral and Organizational Sciences

Director, Human Resource Management Program

Claremont Graduate University | Claremont, CA

July 2022 - Present

- Courses Taught: Intermediate Statistics, Analysis of Variance (ANOVA), Multiple Regression, Categorical and Non-Parametric Statistics, Factor Analysis, Structural Equation Modeling, Principles of Human Resource Management
- Consulted on the MA in Evaluation program scope and sequence
- Teaching Evaluation Highlights (1-7 scale; N = 43)
 - 7.00 average in response to “How knowledgeable about the subject matter did the professor seem to be?”
 - 6.79 average in response to “How do you rate the overall quality of instruction for this course?”
 - 95% of students said they would recommend “this course with this professor” (Yes, No, Maybe)

Visiting Professor of Practice

September 2020 – June 2022

Claremont Graduate University | Claremont, CA

- Courses Taught: Intermediate Statistics, Analysis of Variance (ANOVA), Multiple Regression, Categorical and Non-Parametric Statistics, Applied advanced statistics for all social science MA and PhD students
- Consulted on the MA in Evaluation program scope and sequence
- Teaching Evaluation Highlights (1-7 scale; N = 89)
 - 6.99 average in response to “How knowledgeable about the subject matter did the professor seem to be?”
 - 6.75 average in response to “How do you rate the overall quality of instruction for this course?”
 - 96% of students said they would recommend “this course with this professor” (Yes, No, Maybe)

Lead Graduate Teaching Associate

September 2020 – Present

Claremont Graduate University | Claremont, CA

- Help select and train new graduate teaching assistants
- Conduct weekly office hours and regular review sessions
- Help design exams and data assignments

Adjunct Faculty (2013-2014)

September 2013 – May 2014

Loyola Marymount University | Los Angeles, CA

- Served as adjunct faculty member in the Masters in Urban Education department
- Courses Taught: Elementary Literacy, Content Area Literacy



WORK EXPERIENCE

Partner

October 2016 - Present

BCD Consulting Firm, LLP | Minneapolis, MN

- Design and implement assessment procedures for supervisory, managerial, and executive positions
- Design, administer and analyze digital promotability indexes for governmental organizations.
- Design and validate new selection assessments
- Administer and score assessment center simulations for supervisory, managerial, and executive positions
- Design and facilitate workshops on cultural competency in selection
- Sample Clients: Minneapolis International Airport Police Department, City of Carlsbad Fire and Police Department, Ramsey County Human Resources, Washington County, Greater Arkansas River Nature Association

Director of Coaching

August 2017 - Present

LeAD Labs | Claremont Graduate University | Claremont, CA

- Evaluate and redesign coach training program at Claremont Graduate University
- Design and facilitate training for LeAD Labs coaches based on International Coaching Federation competencies
- Design and execute selection process for executive coaches
- Coach executive level clients through a variety of leadership challenges
- Design and facilitate leader development programs of effective leadership, conflict management, effective teamwork, virtual communication, psychological safety

- Support clients in understanding 360-degree feedback reports and assessment center feedback
- Sample Clients: Orange County Transit Authority, Claremont College Consortium Faculty Leadership Program, Golden West Community College, Getty Leadership Institute, Continental Automotive, Peter F Drucker School of Management

Strategy Consultant

April 2019 – September 2019

Business Leadership Program | LinkedIn | San Francisco, CA

- Built competency models for BLP leadership team
- Evaluated alignment of program goals and activities
- Redesigned selection process for BLP associates
- Created 12-week design thinking development program for program associates
- Designed pilot roles to drive business and talent needs

Lab Associate

September 2017 – May 2018

Accenture Talent Innovation Lab | Claremont Graduate University | Claremont, CA

- Worked with Accenture team to define performance across the organization
- Developed behavioral competency model and corresponding competency dictionary for Accenture's Performance Achievement system to be used organization wide with over 400,000 employees.
- Designed unobtrusive assessment items for core organizational elements
- Conducted international focus groups to determine cross-cultural differences in core organizational competencies
- Synthesized and presented research aligned to all performance behaviors

High School Principal (2014-2017)

Leadership Public Schools | San Jose, CA

- Supervised 30 staff; coaching and evaluating team members to set and achieve ambitious performance goals
- Led school to a 25% increase on state college readiness exams, a 450% reduction in suspensions, and GPA increase of .3
- Led recruitment and selection process for talent at the staff and administrative level
- Designed and executed on-site and off-site leadership retreats for staff
- Led professional development for team members on self-awareness, communication, decision making, collaboration, and conflict resolution, situational leadership, and the StrengthsFinder 2.0©
- Designed and led a yearlong self-study for re-accreditation, resulting in a six-year accreditation from the Western Association of Schools and Colleges (WASC), the most favorable designation given by the Association
- Created systems to improve the institution's ability to collect and analyze student achievement and staff performance data
- 100% of employees strongly agreed that I was supportive and gave the sufficient opportunity for them to develop skills
- 93% of employees strongly agreed that I was an effective leader and that my coaching improved their practice

Director of Communications and Development (2013-2014)

Leadership Public Schools | Oakland, CA

- Designed and executed strategic plan to successfully exceed \$1M fundraising goal
- Managed portfolio of over one thousand individual donors, corporations, and foundations
- Wrote over fifteen foundation grant proposals and reports per fiscal year
- Supervised the design, creation, and dissemination of the LPS Annual Report. Responsible for all narrative content
- Oversaw all Board of Trustee activities, meetings, and correspondence

Academic Dean (2012-2013)

Leadership Public Schools | Richmond, CA

- Managed, evaluated, and coached teachers across multiple content areas
- Taught English, leading students to earn the highest scores on state exams in school's history
- Designed and executed weekly school-wide professional development for thirty team members
- Recruited and selected highly-qualified teachers. Designed and supervised full interview days for over twenty candidates
- Served as member of the school culture committee, instructional leadership team, and administrative team
- Collected, analyzed, and responded to student achievement and staff performance data on a weekly basis

Managing Director, Teacher Leadership Development (2010-2012)

Teach For America | San Francisco, CA

- Directly managed five program directors serving 140 teacher leaders across the Bay Area
- Oversaw the leader development team of 18 individuals responsible for 400 teacher leaders across the Bay Area
- Planned and executed team development activities, including retreats, meetings, and skill development sessions
- Planned and executed large regional events, including multiple staff retreats, five-day induction for 225 incoming teachers and the first ever Bay Education Conference for 350 teachers, community members, and school partners
- Cultivated key relationships and served as organization spokesperson with district leaders, donors, and universities
- Served on Teach For America Senior Leadership Team responsible for making organization-wide decisions
- Met all effectiveness and satisfaction goals

Manager, Teacher Leadership Development (2008-2010)

Teach For America | San Francisco, CA

- Coached and developed 80 teachers to achieve ambitious results with students.
- Had strongest student outcomes of team two years in a row, with 82% of 1st year teachers and 100% of 2nd year teachers achieving at least 70% mastery with students
- Built positive culture of satisfaction and stewardship. 93% had positive professional relationship with their program director and 80% strongly believe I was crucial to their ability to lead their students to success.
- 75% of teachers coached were selected for a leadership position on summer or full-time staff within the organization
- Invited to present as the elementary literacy expert at the 2009 returning program director conference
- Serve as co-captain of National Program Director Round Table, writing and publishing resources to address prioritized pedagogical and leadership needs. Top published resource exceeded download goal by 302% with a 4.9/5 rating

Teacher (2012-2013)

Alum Rock Unified School District | San Jose, CA

- Led students at Meyer Elementary to 89% mastery of grade-level content in math and over two years of reading growth
- Served as one of two faculty members on School Site Council
- Developed standards-based math curriculum which resulted in 85% of students scoring advanced or proficient on CST
- Awarded the Symantec Innovation in Teaching Award

**PUBLICATIONS**

Diaz, J. B. B., & Young, S. F. (2021). The future is here: A benchmark study of digitally enabled assessment and development tools. *Consulting Psychology Journal: Practice and Research*. Advance online publication.

Diaz, J. B. B., Reichard, R. J., & Riggio, R. X. (2022). The Need for Longitudinal and Non-Linear Methods in Leader Development Research. In David Rosch & Linday Hastings (Eds.). *New Directions in Student Leadership Research*. Wiley.

Kea-Edwards, A. N., **Diaz, J. B. B.**, & Reichard, R. J. (2022). Development or discrimination: Black women leaders' experience with multisource feedback. *Consulting Psychology Journal: Practice and Research*.

Shults, S. G., Reichard, R. J., **Diaz, J. B. B.**, Pitichat, T., Kea-Edwards, A. N. (2022). Pursuing your leader development: Lessons from 101 Executives. *Organizational Dynamics*

Young, S. F., **Diaz, J. B. B.**, DeCoutere, B., & Downs, H. (In Press). Leadership Development in the Flow of Work: Leveraging Tech to Accelerate Learning [White Paper]. Center for Creative Leadership.

Invited to Publication

Norton, L. X. & **Diaz, J. B. B.** (Expected 2022). Smart Organizations: What we know and don't know about organizational uses of artificial intelligence. *Journal of Consulting Psychology: Research and Practice*.

In Progress (Under Second Review - R&R)

Diaz, J. B. B. [Under Second Review]. Risky business: Broadening psychological safety in pursuit of workplace equity. Manuscript submitted for publication at *Academy of Management Review*.

In Progress (Under First Review)

Diaz, J. B. B., Wierneck, B. M., & Reichard, R. J. [Submitted for First Review]. Conserving resources for employee engagement: Considerate leaders and innovative followers. Manuscript submitted for publication at *Journal of Organizational Behavior*

In Progress (Not Yet Submitted for Publication)

Powers, K., **Diaz, J.B.B.**, Bernhardt, A., Dailey, S., & Reichard, R. J. [In Progress]. Flourish or Flounder: Theory Refinement and Scale Validation of Leader Developmental Readiness. Target Journal: *Leadership Quarterly*

Diaz, J. B. B. & Gilliland, S. J. [In Progress]. You can't be what you can't see: A dual process model of managerial justice awareness. Target Journal: TBD

Reichard, R. J., Avolio, B. J., Hannah, S. T., **Diaz, J. B. B.**, & Hariharan, Prashanth [In Progress]. A metaanalysis examining the effect of theory-based leader development interventions on affective, cognitive, and behavioral outcomes.

Diaz, J. B. B. [In Progress]. Characteristics and Consequences of Racial Dialogue in Cross-Race Leader-Follower Dyads



PRESENTATIONS

Kea-Edwards, A., Reichard, R. J., **Diaz, J. B. B.**, & Parker, K. K. (Submitted for Conference). *Buffering the adverse effects of microaggression denials on leader identity through positive racial identity* [Paper Presentation]. Leadership And Progression Experiences by Leaders from Marginalized Groups Symposium at the 2022 Academy of Management Meeting, Seattle, WA.

Kea-Edwards, A., Samortin, J., Jensen, K., Reichard, R. J., & **Diaz, J.B.B.** (April 2022). *Research on Leader Development for Diverse Leaders* [Symposium]. 2022 Western Psychological Association Convention.

Diaz, J.B.B. (2021, June 16). *Dismantling racism: Psychological safety as a tool for workplace equity* [Paper Presentation]. European Academy of Management.

Diaz, J.B.B. & Young, S. F. (2020, May 7). *A benchmark study of digitally-enabled assessment & development tools*. Labs@CCL.

Diaz, J.B.B., Elarton, J., Poepelman, T.R., Seibert, M. (2020). *Early career rotational programs: The next generation of talent development* [Panel Discussion]. Society for Industrial and Organizational Psychology 35th annual conference.

Reichard, R. J., Ellis, B., **Diaz, J.B. B.**, Reece, A., & Liu, Z. (2018, August). *Developmental trajectories of leader self-awareness* [Paper Presentation]. Cognitive Approaches to Developing Leader Self-Awareness Symposium at the 2018 Academy of Management Meeting, Chicago, IL.

Diaz, J.B.B. & Garland, T. (2013, October). *Using exit ticket to leverage real-time data in the classroom* [PDW]. Charter School Development Leadership Update Conference. San Francisco, CA.



PROFESSIONAL AFFILIATIONS

Psi Chi, the International Honor Society in Psychology

Society for Industrial and Organizational Psychology (SIOP)

Academy of Management (AOM)

International Personnel Assessment Council (IPAC)



HONORS & AWARDS

2021	Departmental Citizenship Award
2020	Fellowship award, Department of Behavioral and Organizational Science, Claremont Graduate University
2019	Oskamp Award for academic achievement, research, and stewardship
2019	Psi Chi Research Award: Leader Developmental Readiness
2018	Oskamp Award for academic achievement, research, and stewardship
2018-20	John Stauffer Endowed Fellowship
2017-18	Fellowship award, Department of Behavioral and Organizational Science, Claremont Graduate University
2017-18	General Bronson Fellowship
2007	Symantec Innovation in Teaching Award
2005	New Zealand Embassy of Israel Prize in Political Science



VOLUNTEER AND LEADERSHIP ACTIVITIES

Ad Hoc Reviewer	2019 - Present
<ul style="list-style-type: none"> Academy of Management Review European Academy of Management Conference Reviewer Journal of Leadership & Organizational Studies Reviewer 	
Mentor	2018 - Present
Peer Mentoring Program Claremont Graduate University Claremont, CA	
<ul style="list-style-type: none"> Served as mentor to incoming PhD students Provided guidance on course selection, research methodology, and content 	
Panelist	2018 - Present
First Year Ph.D. Panels Claremont Graduate University Claremont, CA	
<ul style="list-style-type: none"> Provided guidance and insight to first year students on how to succeed in the program 	
Psi Chi How to Land a Job Panel Claremont Graduate University Claremont, CA	
<ul style="list-style-type: none"> Served as a panelist supporting graduate students on how to secure summer employment 	
Psychology Day Mt. San Antoni Community College Walnut, CA	
<ul style="list-style-type: none"> Shared career opportunities in I/O psychology to over 200 students at Mt. Sac 	
Leader Development Facilitator	2017 - 2018
Kaiser Permanente Fontana, CA	
<ul style="list-style-type: none"> Designed and facilitated pro bono transformational leadership workshop for Kaiser Permanente executive team Designed and facilitated pro bono StrengthsFinder workshop for Kaiser Permanente operations team 	



CERTIFICATION & TRAINING

Administrative Credential & Clear Multiple Subject Teaching Credential	September 2014
California Commission on Teacher credentialing Sacramento, CA	

SKILLS

- Languages:** English (Fluent), Spanish (Fluent)
- Computer Programs:** Microsoft Office: Word, Excel, PowerPoint, Outlook, Access, and Publisher
SPSS, R, Qualtrics, Google Drive, WordPress
- Workshop Facilitations:** Transformational Leadership, Cultural Competency in Leadership Selection, Introduction to R, StrengthsFinder, Strength Deployment Inventory, Giving Effective Feedback, Powerful Questions in Coaching, Leading through Conflict, Effective Virtual Communication, Behavioral Interviewing