
Daniel E. Martin, Ph.D.

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ACADEMIC

California State University, East Bay: Department of Management

25800 Carlos Bee Boulevard *2004-Current*
Hayward, California 94542-3066
San Francisco, CA 94105-2968

ASSOCIATE PROFESSOR: MANAGEMENT

Charter for Compassion

Seattle *Fall 2013-Current*
Washington, 98104

DIRECTOR OF RESEARCH

Stanford University (Department of Neurosurgery): Center for Compassion and Altruism Research and Education

Stanford *Fall 2011-Current*
California 9430

COLLABORATING SCIENTIST (FORMER VISITING/CONSULTING ASSOCIATE PROFESSOR):
PRO-SOCIAL MOVEMENTS/POSITIVE ORGANIZATIONAL SCHOLARSHIP

University of California, Berkeley, School of Law (Boalt Hall): Center for the Study of Law and Society

2240 Piedmont Ave. *Fall 2011-Summer 2012*
Berkeley, CA 94720

VISITING SCHOLAR: RELIGIOSITY, DISCRIMINATION AND EMPLOYMENT LAW

Universidad Juarez Autonoma De Tabasco

Villahermosa, Tabasco, Mexico *Summer 2011-Current*

VISITING FACULTY: CROSS CULTURAL ORGANIZATIONAL BEHAVIOR/MENTORING

Graduate Courses:

1. International Human Resources
2. Graduate Introduction to Organizational Management
3. High Performance Management
4. Compensation
5. Labor and Employee Relations
6. Research Methods and Communication
7. Strategic Human Resources Management
8. Business and Society
9. Training and Development
10. Human Resources Evaluation
11. Leadership
12. Positive Organizational Scholarship
13. Management Communication

11. Martin, D.E., Rao, A., Sloan, L. R. (2009) Plagiarism, Integrity, and Workplace Deviance: A Criterion Study Ethics and Behavior Vol 19, No 1, 36-51
 12. Martin, D.E., Moore, C., Legree, P. J. (2007) Personnel Selection: An Application of the Unobtrusive Knowledge Test Journal of Business and Behavioral Sciences Vol 16, No 1, 4-16
 13. Martin, D.E., Wiley, D., Legree, P. J. (2007). Ethnocentrism and Internal Compensation Structuring: An Experimental Examination of Point Factor Job Evaluation. Western Journal of Human Resource Management
 14. Rao, A., Martin, D.E. (2006).
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F U N D E D G R A N T S

2008- 2012 FIPSE Grant: Alliance to Facilitate Commercial Relationships and Tourism through the Development of Human Resources in North America

P E E R R E V I E W E D C O N F E R E N C E P R O C E E D I N G S
A N D P R E S E N T A T I O N S

Martin, D.E. (2015): Compassion Development: International Research Centre for Communication in Healthcare, Hong Kong, China

Martin, D.E. (2015): Compassion Development: Positive Organizational Scholarship Conference, Orlando, Florida

Martin, D.E. (2014): Compassion and Ideology: Science of Compassion 2014, San Francisco, CA

Martin, D.E. (2014): Compassion: Dyadic Development and outcomes: Science of Compassion 2014, San Francisco, CA

Martin, D.E. (2013): Management Education for the Future -Towards Responsibility, Sustainability and Integrity: Proceedings of the 2013 Academy of Management

Martin, D.E. (2013): Applying Mentoring in Latin America: The MEM and SDO. Proceedings of the 2013 Academy of International Business, Latin America

Martin, D.E. (2012): Corporate Social Responsibility: The Impact of Social Dominance Orientation and Vertical Collectivism on Adherence. Proceedings of the 2012 Academy of International Business

Martin, D.E. (2011): Social Responsibility and Vertical Collectivism: The Impact of Social Dominance Orientation Proceedings of the 2011 Iberoamerican Academy of Management: Adherence to Corporate

Martin, D.E. (2011): Predicting Plagiarism: Studies of Actual Plagiarism Behavior: Proceedings of the 2011 Academy of Management

Martin, D.E. (2011): Uniform Guidelines, Religiosity, Spirituality and Integrity Proceedings of the Law and Society Conference

Martin, D.E. & Singh, J. (2011): Proceedings of the 2011 Academy of Management

2008 India Community Center, Milpitas, CA
Teamwork

2008 South San Francisco Chamber of Commerce, South San Francisco, CA
Understanding and Leveraging Diversity

2008 India Community Center, Milpitas, CA
Management and Time Management

2006 India Community Center, Milpitas, CA
Understanding Gender and Avoiding Sexual Harassment
2005 South San Francisco Chamber of Commerce, South San Francisco, CA

Santa Clara University

500 El Camino Real
Santa Clara, CA 95053

Summer 2009

ADJUNCT PROFESSOR, STRATEGIC HUMAN RESOURCES MANAGEMENT (MBA): Instructed courses in Human Resources Management. Areas covered include HRM strategy, EEO, selection, training, compensation, job analysis, performance management, and recruitment. MBA course cumulates in a Human Resources Audit for Industry. Created and evaluated all assignments.

Santa Clara University

500 El Camino Real
Santa Clara, CA 95053

Spring 2008

ADJUNCT PROFESSOR, HUMAN RESOURCES MANAGEMENT: Instructed course in Human Resources Management. Areas covered include HRM strategy, EEO, selection, training, compensation, job analysis, performance management, and recruitment. Created and evaluated all assignments.

San Francisco State University

1600 Holloway Avenue
San Francisco, California, 94132

Spring and Summer 2008

ADJUNCT PROFESSOR, CROSS-CULTURAL PSYCHOLOGY: Designed and instructed course in Cross-Cultural Psychology. Areas covered: social behavior, gender differences, socialization, acculturation, Cross-Cultural I/O, social cognition, and applications of cross-cultural psychology. Created and evaluated all assignments.

Canada College: Department of Humanities and Social Sciences

4200 Farm Hill Boulevard
Redwood City, CA 94061

Summer 2007

ADJUNCT PROFESSOR, INTRODUCTION TO PSYCHOLOGY: Instructed survey course in Psychology. Areas covered include research methods, personality theories, brain and behavior, genetic contributions, developmental psychology, sensation and perception, Intelligence, Memory, Learning, social psychology, cultural psychology, disorders, and emotions. Created and evaluated all assignments.

California State University, Hayward: Department of Management and Finance

25800 Carlos Bee Boulevard
Hayward, California 94542-3066

Fall 2003

ADJUNCT PROFESSOR, GRADUATE SEMINAR IN STRATEGIC HUMAN RESOURCES MANAGEMENT: Instructed graduate seminar course in Strategic Human Resources Management. Areas covered include strategy, EEO, selection, training, compensation, job analysis, performance management, and recruitment. Created and evaluated all assignments.

Golden Gate University Psychology Department

536 Mission Street
San Francisco, CA 94105-2968

Fall 2003

ADJUNCT PROFESSOR, GRADUATE SEMINAR IN CROSS-CULTURAL PSYCHOLOGY: Designed and instructed seminar course of the Cross-Cultural Psychology. Areas covered: social behavior, gender differences, socialization, acculturation, Cross-Cultural I/O, social cognition, and applications of cross-cultural psychology. Created and evaluated all assignments.

Howard University Psychology Department

525 Bryant Street, NW
Washington, District of Columbia 20054

2002

ADJUNCT PROFESSOR, PERSONALITY THEORIES: Designed and instructed a survey course of Personality Theories. Areas covered included: Psychoanalytic, Neo-Psychoanalytic, Biological, Cognitive, Trait, Humanistic, Existential, Impact of Gender and Culture, and Social theories of Personality. Created and evaluated all assignments.

Howard University Psychology Department

525 Bryant Street, NW
Washington, District of Columbia 20054

1998, 1999

INSTRUCTOR, PSYCHOLOGY OF GENDER: Survey course of the Psychology of Gender.

2007 Leadership SLO Evaluations

2007 New Faculty Orientation Presentation

2007 Faculty Selection Committee Lead (Human Resources/Organizational Behavior/Strategy)

2006 Leadership SLO Evaluations

2006 - 2009 Co-Area Head: Human Resources/Organizational Behavior Area, Management Department

2006/2007 Review of Faculty Research (2 Articles)

2006 Department of Management and Finance Tenure Track Selection Committee: HRM and Strategy

2006 College of Business and Economics Annual Retreat

2006: Faculty Development Center: Open Source and Academia

2005 Department of Management and Finance Tenure Track Selection Committee: Human Resources Management and Operations Management

2005 College of Business and Economics Annual Retreat

2005 Guest Presentation: Bias in Compensation Setting Methodology (Jeff Newcomb Marketing Course)

2006 Body Mass Index, Physical Exercise, Dietary and Demographic Analyses: SSFUSD

2005 Customer Satisfaction Survey: Oakland Chamber of Commerce (with MGMT 6550 students)

2005 Customer Satisfaction Survey: South San Francisco Chamber of Commerce (with MGMT 6550 students)

2005 Customer Satisfaction Survey: Sunnyvale Chamber of Commerce (with MGMT 6550 students)

2005 Understanding Performance Management: South San Francisco Chamber of Commerce

P R O F E S S I O N A L E X P E R I E N C E

Charter for Compassion

Dougherty and Associates, Inc.

Alexandria, VA

2008

COMPETENCY MODELING FOR THE INFORMATION TECHNOLOGY PROFESSION. Analysis, Development and Reporting of Current Research in the Human Resources Management field for the Department of Energy.

Internal Revenue Service

New Orleans, LA

2008

KEYNOTE SPEAKER, CUSTOMER SERVICE AND STRATEGIC HUMAN RESOURCES MANAGEMENT. Development and presentation of annual conference presentation.

Dougherty and Associates, Inc.

Alexandria, VA

2008

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the Department of Energy Information Technology Occupations.

LG Electronics

2008

CONSULTANT, COMMUNICATION ANALYSES. Analyses of current communication practices, recommendations.

India Community Center

Milpitas, CA

2008

CONSULTANT, MANAGERIAL COMMUNICATION TRAINING. Development and implementation of Six Month Managerial Communications training for management.

RHL

Trinidad and Miami, FL

2007

CONSULTANT, JOB ANALYSIS AND COMPENSATION PACKAGE DEVELOPMENT. Development and implementation of Job Descriptions and Executive Compensation packages.

Dougherty and Associates, Inc.

Alexandria, VA

2007

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the Department of Energy Information Technology Occupations.

University of California, San Francisco

San Francisco, CA

Godsey and Gibb

Richmond, VA

2004

CONSULTANT, SURVEY CREATION, ANALYSES. Implementation of Organizational Climate Survey, analyses, and subsequent creation of abbreviated index to monitor organizational progress quarterly.

National Institutes of Health

Rockville, MD

2004 (ongoing)

CONSULTANT, CLASSIFICATION AND JOB ANALYSIS. Evaluation of Current Occupational Models

Health and Human Services

Baltimore, MD

2004-2005

CONSULTANT, COMPREHENSIVE CHANGE MANAGEMENT SERVICES. Evaluation of Current Methodological, Statistical Models to meet the change needs of the Baltimore Human Resources Center. Areas addressed: Organizational Culture, Executive Management Skills, Training Staff and Management in Change Tactics.

Department of Homeland Security

Washington, DC

2004

CONSULTANT, PERFORMANCE MANAGEMENT SYSTEM. Development and implementation of Methodological, Statistical Models to establish and implement performance metrics for Informational Occupations.

General Services Administration

Washington, DC

2003

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the

General Services Administration

Washington, DC

2003

CONSULTANT, TRAINING NEEDS ASSESSMENT/COMPETENCY GAP ANALYSES. Development and implementation of Methodological, Statistical Models to evaluate the training needs of the

General Services Administration

Washington, DC

2003

CONSULTANT, CUSTOMER SATISFACTION SURVEY. Development and implementation of Methodological, Statistical Models to evaluate annual customer satisfaction survey. Results from the survey used to improve delivery of services to meet customer needs and requirements.

World Bank

Washington, DC

2003

CONSULTANT, EXECUTIVE COACHING. Facilitation of executive coaching on psychometric assessment tools and structured interviewing.

Head Start

Washington, DC

2003

CONSULTANT, TRAINING SURVEY. Development, Implementation, Web-Enabling, Analyses, and Reporting of Training Survey for the Head Start conference survey.

American Express

Atlanta, GA

2002

CONSULTANT, EMERGING PRACTICES. Analysis, synthesis and presentation of cutting edge training practices, return on investment measures, and personnel system metrics.

Leonsis Foundation

Washington, DC

2000-2004

CONSULTANT, EVALUATION, ASSESSMENTS AND IMPLEMENTATION. Reviewing of funded programs structure, implementing and refining findings of behavioral literature and assessing impact. Training of staff on implementation of related systems.

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Organizational Assessment Survey for the Godsey and Gibb (2004)
Alinea Group, San Francisco, CA.

Training Summary for the Baltimore Human Resources Center (2004)
Alinea Group, San Francisco, CA.

Organizational Assessment Survey for the Baltimore Human Resources Center (2004)
Alinea Group, San Francisco, CA.

Managerial Roles at the BHRC: Strengths, Challenges, and Opportunities (2004)
Alinea Group, San Francisco, CA.

The Role of Effective Communication In Implementing Organizational Change OCIO Employee Performance Standards: Department of Homeland Security (2004)
Alinea Group, San Francisco, CA.

Performance Appraisals for the CIO: Department of Homeland Security (2004)
Alinea Group, San Francisco, CA.

GSA Information Technology (IT) Critical Occupations Assessment (2003)
Alinea Group, San Francisco, CA.

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2003)
Alinea Group, San Francisco, CA.

GSA Critical Financial Occupations Assessment (2003)
Alinea Group, San Francisco, CA.

GSA Customer Satisfaction Survey: Benchmarking Customer Preference (2003)
Alinea Group, San Francisco, CA.

Final Report: Executive Coaching for World Bank (2003)
Alinea Group, Washington, DC

A Profile of Participants at the Head Start Conference for STEP Early Literacy Mentor-Coaches: Final Report (2003)
Alinea Group, Washington, DC

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2002)
Alinea Group, Washington, DC

Essentials of Analysis: Course for GS 343 9-11: Management Concepts (2002)
Alinea Group, Washington, DC

FEDCirc Customer Satisfaction Survey Report: Federal Computer Incident Response Center. (2002)
Alinea Group, Washington, DC

American Express: Global Orientation Literature Review (2002)
Alinea Group, Washington, DC

American Express: Communicating Evaluation Practices (2002)
Alinea Group, Washington, DC

Quarterly Customer Satisfaction Survey Results x 4: NMCI (2002)
Alinea Group, Washington, DC

Organizational Assessment Survey for Housing and Urban Development (2001)
Alinea Group, Washington, DC.

Housing and Urban Development: Best Practices in Organizational Culture Assessment (2001)
Alinea Group, Washington, DC
