

# *Dr. Joanne Barnes*

[joanne.barnes@indwes.edu](mailto:joanne.barnes@indwes.edu)

## EDUCATION

Ed.D in Organizational Leadership, 2007

Indiana Wesleyan University

Dissertation: "Women Leaders in China: A Comparative Study of the Influence of Culture on Leadership Characteristics of Chinese, Chinese-American, and American Women in China"

MS in Management, 1994

Indiana Wesleyan University

Thesis: "The Impact of Quality on Training and Development Programs within the Automotive Industry"

BS in Business Administration, 1991

Indiana Wesleyan University

Honors: Outstanding Professional Award

## AWARDS/CERTIFICATIONS

Cultural Intelligence Certified Trainer and Coach-Level I and Level II

Global Competency Assessment Certified Trainer and Coach

Intercultural Effectiveness Certified Trainer and Coach

Aperian Certified Trainer/Coach: GlobeSmart, Global Leadership Assessment, Global Team Assessments

Lilly Scholarship Award Recipient – 2013 -2014 Academic Year

Indiana Wesleyan Outstanding Adjunct Faculty Member

Indiana Wesleyan Outstanding Professional Award

Indiana Wesleyan CAPS Alumni Award

Quality Systems Lead Auditor

International Standards Organization Lead Auditor

International Standards Organization Certified Trainer/Coach

Six Sigma Certified Green Belt

## TEACHING AND ADMINISTRATIVE EXPERIENCE

**Dean of the Graduate School** –, Indiana Wesleyan University, Marion, IN  
2014 – Present

**Associate Professor** – School of Service and Leadership, Doctorate of Organizational Leadership Program, Indiana Wesleyan University, Marion, IN  
2010 – Present

Taught and/or developed/co-developed the following courses

Advance Global Leadership Theory

Globalization and Multiculturalism

Organizational Theory & Research

Adult Development & Organizational Learning

**Assistant Professor** – School of Business and Leadership, Doctorate of Organizational Leadership Program, Indiana Wesleyan University, Marion, IN  
2008 – 2010

Taught and/or co-developed the following courses

Globalization and Multiculturalism

Organizational Theory & Research

Adult Development & Organizational Learning

**Affiliate Faculty** – College of Graduate Studies, Doctor of Organizational Leadership Program, Indiana Wesleyan University, Marion, IN  
2007 – 2008

**Adjunct/Affiliate Faculty** – College of Adult & Professional Studies, Indiana Wesleyan University, Marion, IN  
1995 – Present

Taught or currently teaching the following classes at Master's Level (MBA/MSM)

Applied Marketing Management

Advanced Marketing Management

Organizational Development and Change

Motivation, Development and Change

Human Relations and Organizational Behavior

Communications in Organizational Settings

Theory & Practice of Leadership

Intercultural & Global Issues

Operations and Strategy

Also teach several business courses in the Bachelor's programs.

**Faculty Mentor/Trainer** – College of Adult & Professional Studies, Indiana Wesleyan University, Marion, IN  
2000 – 2008

Developed New Faculty Orientation Manual

Coached and mentored new faculty

Taught PowerPoint training for faculty and administration

Collaborated with Administration on how to implement industry standards into higher education

## PROFESSIONAL EXPERIENCE

**Global Quality Systems Manager** – Delphi Electronics & Safety, Kokomo, IN

2003 – 2008

Responsible for maintaining our Quality Management System (Technical Spec 16949)  
Serve as the Global Competency Leader for Common Quality Systems  
Responsible for coordinating global communization across all Delphi Delco sites worldwide  
Responsible for Internal/External Audit programs  
Provide leadership, coaching & direction for quality improvements.  
Lead Customer Satisfaction in support of all global Product Business Units, Delphi Electronics group, & site objectives & goals  
Create a Zero Defect Forward mentality  
Maintain a safe work environment for all employees  
Lead implementation of all Delphi Corporate & Divisional Customer Satisfaction initiatives  
Serve as the focal point for communicating procedure changes & customer communications  
Maintain and oversee compliance to Delphi Business Systems policies & procedures for U.S. Operations, European and Asian Operations  
Maintain TS16949 certifications for all sites  
Lead Internal Delphi Electronics Group audits and TS External Audit activities  
Lead and manage Delphi Business Systems Task Team and Quality Systems Quality Task Team activities  
Communicate Customer Specific Requirements and changes to DBS globally.  
Review and revise (as applicable) DE 900 procedures

**Quality Systems Manager** — Delphi Electronics & Safety, Kokomo Operations – Kokomo, IN

2003 - 2005

Responsible for maintaining our Quality Management System (TS 16949)  
Responsible for coordinating global communization across all Delphi Delco sites worldwide  
Responsible for Internal Audit program  
Responsible for overseeing our Document and Data Control Program

**Technical Spec Quality Management Systems Coordinator**, Delphi Electronics & Safety - Kokomo Operations – Kokomo, IN

2002 - 2003

Coordinated all activities for training, communication and implementation of TS 16949-Quality Management System  
Lead audit activities for TS 16949  
Served as a liaison between Operations and Divisional for implementation

**Quality Systems 9000 Coordinator/General Supervisor** – Delphi Delco Electronics, Kokomo, IN

1999 - 2002

Served as an internal auditor for Kokomo Operations, communicated QS9000 and ISO14001 standards to IC Delco and SPM organization, performed process audits for Kokomo Operations.

Supervisor for Department 869 and 8436

Supported Department 8436 as a General Supervisor

**Training Representative/Trainer** – Delphi Delco Electronics, Kokomo, IN 1994 - 1999

Developed training for Common Training Information System (CTIS)

Served as a trainer for General Motors for CTIS

Developed UAW/GM Skill Center marketing strategy and overseen the management of the Skill Center

Responsible for budget and recruitment of contracted instructors

Responsible for procuring all IT needs for Human Resource department

**Training Supervisor** – Delphi Delco Electronics, Kokomo, IN 1992 - 1994

Responsible for supervising employees for Plant 7/9 and Plant 8 Operations Training Development

**Document Control Specialist** – Delphi Delco Electronics, Kokomo, IN 1988 – 1991

Responsible for updating and maintaining all documentation in Wafer Fabrication Area II, Departments 873 and 8436 as well as facilitating the Change Control Board Meetings

Responsible for analyzing new software for computer systems within Document Control

**Various Non-Traditional Assignments** – Delphi Delco Electronics, Kokomo, IN

1978 – 1987

Accounts Receivable – Accounting Clerk responsible for Dealer Upgrade

Forecasting/Scheduling – Responsible for phase out of In-house built speakers

Remote Site Shipping – Prepared Shipping Documents and export documents for Mexico and Singapore shipments, GM Assembly Divisions

## PUBLICATIONS/PRESENTATIONS

- Women Leading Globally through the Lens of Cultural Intelligence (Book Chapter in Women in Global Leadership, Information Age Publishing) February 2015
- Emerging Doctoral Pedagogies in Technologically-Mediated Leadership Programs – International Leadership Association 2014 Annual Global Conference – Co-authored with Dr. Stuart Allen, Dr. Karen Longman, and Dr. Laura Hyatt October 2014
- Collective Leadership Capacity: Developing leadership AND leaders - International Leadership Association 2014 Annual Global Conference – Co-authored with Dr. Kathryn Gaines and Dr. Laura Santana October 2014
- Administrative Leadership Styles, Cultural Intelligence (CQ), and Its Impact on Internationalization within US Universities Cross Transferability – Association of International Education Administrators 2014 Annual Conference February 2014

- The Transferability of Cultural Intelligence Theory in the Ukraine (Refereed Paper) International Leadership Association 2013 Annual Global Conference – Co-authored with Dr. R. Boyd Johnson and Dr. Svitlana Buko October 2013
- Advances in Global Leadership Symposium: Peer Reviewer, Advances in Global Leadership, Volume 8. Orlando, Florida August, 2013
- Leading with the mind: Being intelligent and effective in a multicultural world. (Accepted Presentation). Women and Leadership Inaugural Conference in Association with the International Leadership Association (ILA). Asilomar, CA June 2013
- Through the looking glass: Do Western leadership assessments work in cross-cultural contexts? Co-presenter with Boyd Johnson, Svetlana Buko, and Natalia Kostenko (Presentation). International Leadership Association (ILA). Denver, CO October 2012
- Intercultural assessments: Preparing leaders to narrow the cultural divide? Co-presenter with Allan Bird and Michael Linville. International Leadership Association (ILA). Denver, CO October 2012
- Race and gender disparity in management: A comparison between the USA and South Africa. Co-presenter with Lize Booyesen (Presentation). International Leadership Association (ILA) October 2012
- Corporate Leadership Council Human Resources: The Global Leader. (Publication) Contributor April 2012
- Catching the Rainbow: Developing Skills for Adjunct Faculty Working with Ethnically-Diverse Student Populations (Presentation). The Randall L. Tobias Center for Leadership Excellence – Multi-Sector Forum, Colorado Springs, CO February 2012
- Leading/Teaching Across Borders: What Educators, Universities and Administrators need to know in developing intercultural competence/effectiveness in a changing, diverse world (Presentation) International Leadership Association (ILA) – London, England October 2011
- Cultural Intelligence: Preparing Today's Leaders for a Diverse Ever-changing World (Presentation) The Randall L. Tobias Center for Leadership Excellence – Multi-Sector Forum, Indianapolis, IN March 2011
- International Teams and Technology: The impact of technology on virtual/distal team cohesiveness and effectiveness (Presentation) International Leadership Association (ILA) Boston, MA October 2010
- Coaching and Developing Leaders for the 21st Century (Presentation/Coaching Panel) International Leadership Association (ILA). Boston, MA October 2010

- Successful Evaluation of Chinese Women Leaders in MNCs in China:  
Why Understanding Culture is an Important Variable in the Assessment Process  
(Presentation) ILA, Prague, Czech Republic November 2009
- The Impact of Culture on Chinese, Chinese-American, and American Women  
Working in China (Publication)  
*Building Leadership Bridges: Portraits of the Past, Visions for the Future*  
January 2009
- Reflections on Organizational Leadership: An Integrated Model for Application,  
The Randall L. Tobias Center for Leadership Excellence – Multi-Sector Forum,  
Indianapolis, IN March 2009
- Impact of Culture on Chinese, Chinese-American & American Women  
(Presentation), ILA, Los Angeles, CA November 2008
- The Importance of Mentoring – Taylor University, Upland, IN October 2006
- Marketing Yourself for Success – Federal Women's Seminar, Indianapolis, IN  
August 2006
- We're Not the Center of the Universe – Regent University August 2003
- Diversity in the Classroom – Indiana Wesleyan University, Marion, IN August 1999

#### DISSERTATIONS/THESIS WORK

- Dissertation Chair for the Following Graduates:
  - Kaiser, Gail (quantitative) – graduated 2010
  - Rajanayakam, John (quantitative) – graduated 2010
  - Linville, Michael (quantitative) – graduated 2012
  - MacDonald, Carla (quantitative) – graduated 2012
  - Smith-Staley, Charlesetta (quantitative) – graduated 2012
  - Burgan, Diane (mixed methods) – graduated 2013
  - Chmiel, Helen (quantitative) – graduated 2013
  - Filler, Karen (quantitative) – graduated 2013
  - Koppenhoefer, Cara (quantitative) – graduated 2013
  - McComas, Amy (quantitative) – graduated – August 2014
  - Grubb, Brad (quantitative) - graduated – December 2014
  - Resendez, Misty (quantitative) – graduated – December 2014
- Dissertation Committee Member for the Following Graduates:
  - Widmann, Bruce Scott (quantitative) – graduated 2013

- Dissertation Chair for the Following Students:
  - Pohl, Mark (mixed methods) – anticipated graduation – April 2015
  - Villalobos-Salgado, Andres (mixed methods) – anticipated graduation – August 2015
  - Townsend, Mindi (quantitative) – anticipated graduation – August 2015
  - Harrison, Todd (Dan) (quantitative) – anticipated graduation – December 2015
  - Elwell, Timothy (mixed methods) – anticipated graduation – December 2015
  
- Dissertation Committee Member for the Following Students:
  - Hall, Holly
  - Phelps-Jones, Tara

#### CERTIFICATIONS

Aperian Certified Trainer/Coach: GlobeSmart, Global Leadership Assessment, Global Team Assessments  
Intercultural Effectiveness Scale (IES) Certified Assessor and Coach  
Global Competency Inventory (GCI) Certified Assessor and Coach  
Cultural Intelligence – Level 1 Certified Assessor and Coach  
Cultural Intelligence – Level 2 Certified Trainer, Coach, Consultant and Assessor  
Six Sigma Certified  
Certified Quality Assessor, Coach and Trainer for ISO Standards, TS Standards and AS Standards

#### COMPUTER SKILLS

All Office (Windows and Apple) Programs  
AdobeConnect  
NVivo  
SPSS  
Blackboard  
Learning Management Studio

#### PROFESSIONAL MEMBERSHIP

Midwestern Association of Graduate Schools – Member – 2014 - Current  
International Leadership Association: Women and Leadership Executive Leadership Board Member – 2014 - 2016  
International Leadership Association: Membership Engagement Committee – 2013 - Current  
International Leadership Association: Special Appointment: Board Liaison for Member Group Ambassador – 2012 – Current  
Association of International Education Administrators – Member – 2012 - Current  
International Leadership Association – Immediate Past Chair – Business Leadership Member Interest Group 2012  
International Leadership Association – Chair – Business Leadership Member Interest Group 2011

International Leadership Association – Chair – Business Leadership Member Interest Group  
2010

International Leadership Association – Chair Elect – Business Leadership Member Interest  
Group 2009

Alpha Kappa Alpha, Omicron Phi Omega Graduate Chapter – Kokomo, IN

## SERVICE

### Academic

Graduate Council – 2014 to current

Graduate Operations – 2014 to current

University Academic Leadership Council – 2014 to current

University Assessment Council – 2014 to current

University Global Initiative Council – 2014 to current

Martin Luther King, Jr. Task Force/Celebration Committee Chair – 2013, 2014

Lilly Educational Collaborations Initiative Proposal Member 2012-2013

SBL Faculty Advisory Task Force 2012 – 2013

Midwest Scholars Committee 2011 - 2013

    Proposal Review Committee Lead – 2011

    Site Selection Lead – 2012

University Technology Committee – 2012 - Current

Scholarship Committee – 2011 – Current

Student Affairs Committee – 2011 - 2013

Graduate School of Leadership – Faculty Retreat Committee – 2011 – Current

Multicultural Enrichment Council – 2010 to current

Faculty Senate Representative (College of Graduate Studies) 2009 – 2010

Faculty Senate Recording Secretary, 2009 - 2010

International MBA (Singapore) Curriculum Review Task Team 2009

Master's Program Evaluation Task Team 2009

### Community

American Cancer Society – Relay For Life (Howard County) – Publicity Chair/Team Captain

American Cancer Society – Relay For Life (Howard County) – Fundraising 2013 - 2014

Building Bridges Outreach – Children's Mentor (Howard County) – 2009 through Current

Howard County Community Foundation – Board Member – 2013 – 2015

Rev Dr. Martin Luther King, Jr. Memorial – Howard County Co-chair – 2013 – Current

Oakbrook Community Church:

    Upstreet (Children's ministry) – Lay small group leader/training

    Upstreet (Children's ministry) – Team lead for new families

    Springhill Camp – food coordinator