

PAULA J. BEARDEN
214.356.7489
TEAGUEPAULA@GMAIL.COM

Organizational development practitioner who shares the principles of industrial organizational psychology and leadership through examples of current organizational development industry standards in the classroom preparing students for a successful career in psychology.

EDUCATION

Masters of Arts in Industrial Organizational Psychology
Argosy University, Dallas Campus
Capstone: Organizational Leadership & Change
Graduation Date: December 2013

Bachelor of Science in Psychology
Sam Houston State University, Huntsville, TX
Graduation Date: May 2011

ACADEMIC TEACHING EXPERIENCE

Adjunct Faculty, UNT Dallas Psychology Department January 2019- Current

Courses: Intro to Industrial Organizational Psychology and Psychology of Leadership

- Built and designed the inaugural Psychology of Leadership course implemented at UNT Dallas in Fall 2019.
- Designed and delivered class instruction through the development of instructional plans to meet course competencies and support lesson objectives
- Developed interactive class activities and assignments to advance student's comprehensive understanding of the psychological principles in the workplace.
- Record keeping – including but not limited to class records (attendance, grades), testing data, midterm evaluations, final grades
- Fosters an inclusive learning classroom environment through interactive class discussions using on the job real world examples, guest speakers and lecturers.

Lecturer, UNTHSC Institute for Health Disparities AIM- Ahead Fellowship Program, January 2023- Current

- Develop class curriculum and self-paced leadership development content for AIM Ahead program
- Teach and facilitate concepts on influencing, leadership presence, and leading work teams to all 26 fellows in the program.
- Hold Office Hours for additional Q&A

PROFESSIONAL EXPERIENCE

Sr. Culture & Employee Engagement Partner

Vizient, Irving, TX 2022-Current

- Conducts needs assessment analysis and diagnosis using various established criteria (e.g., engagement survey results, ROI of current programs, turnover metrics, focus groups) to identify organizational gaps
 - Coordinates and facilitates delivery of organizational development solutions. Propose solutions and tools, such as team assimilations and surveys, to measure organizational effectiveness and ensures the examination and assessments of various organizational issues, including team and leader effectiveness, engagement and adoption of human resource initiatives.
 - Partners with leaders in the development and execution of culture and employee engagement objectives; monitors achievement of initial and ongoing objectives and escalates issues through appropriate channels.
 - Executes project plans for culture and employee engagement practices that meet schedule, budget, and deliver expected value.
 - Establishes initial and ongoing success metrics to ensure that COE initiatives and / or systems achieve desired outcomes.
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- Assesses and analyzes people-related needs and identifies gaps in collaboration with HR Delivery; provides insights via data analysis and expertise.

Organizational Development Consultant University of North Texas Health Science Center 2020-2022

- Designed employee engagement strategies and initiatives that align with and support strategic priorities of HSC
- Served as lead expert in the implementation of the annual Gallup Engagement Survey and reporting process for all of UNT System member institutions.
- Analyzed engagement trends and metrics in partnership with HR managers to help leaders make informed decisions to support the organization and individual business units.
- Evaluated organizational culture and provides recommendations on changes to accomplish organizational goals objectives and improve morale.
- Provided counsel and coaching to managers on best practices for performance management and operational processes.
- Supervised entry level Organizational Development professional responsible for assisting the Organizational Development consultant in various consulting projects

Associate Director, Campus Support Services University of North Texas at Dallas 2019-2020

- Served as process improvement manager to organize and provide leadership for university process improvement initiatives, including purchase-card management, salary overpayments, and other university business operations.
- Implemented campus wide training initiatives for business operational processes.
- Conducted divisional and departmental needs assessments to identify training needs and areas of improvement.
- Developed and facilitated campus wide COVID 19 Safety, SACMAT, Fraud Awareness Training.
- Reported key metrics of program and training initiatives to assess progress toward organizational goals.
- Managed service evaluation program for key departments in Finance & Administration.
- Lead coordinator for University Wide Enterprise Risk Management Project.

Talent Development Specialist UNT System Human Resources 2015-2019

- Developed and implemented employee engagement curriculum for faculty and staff at all UNT System Entities
- Provided organizational consulting and developed customized learning content for over 30 individual departments at all UNT System institutions
- Developed and facilitated on-line/ blended learning formats for faculty and staff across UNT System entities
- Coordinated Leadership Development programs and Recognition ceremonies for Supervisory Building Blocks, Management Development, and Emerging Leader Programs
- Developed and facilitated mandatory Equal Opportunity compliance training and policy informational sessions for UNT System and UNT Dallas employees
- Managed class rosters, learning records, grades and attendance using the on-line Learning Management System

Fraternity/Sorority Life Coordinator University of North Texas, Office of Fraternity/Sorority Life 2014-2015

- Supervisor of a five-member team, including coordinating the hiring, training, and onboarding processes of all employees in the Greek Life Center.
- In charge of creating and implementing all Risk Management Educational Training for Fraternity /Sorority Life
- Primary Advisor of the National Pan-Hellenic Council and Multi- Cultural Greek Council
- Supervised Graduate Student Intern, which included development of internship activities and curriculum
- Created Risk Management Pre- Knowledge assessment for the Greek Life Community
- Coordinated all fire drills and property inspections of Greek Row

DFW Regional Admissions Counselor Sam Houston State University 2011-2014

- Planned, scheduled and coordinated all recruiting events in the Dallas Fort Worth area.
 - Developed recruitment presentations for students ages 6-18 and transfer students at community colleges
 - Tracked and managed all incoming applications and admissions materials for students in the DFW area
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INTERESTS

Organizational Development and Intervention
Performance Management
Leadership
Job Satisfaction & Engagement
Generations in the Workplace

PROFESSIONAL DEVELOPMENT & CONFERENCE PRESENTATIONS

- Bearden, Paula (2023, May) SWOT Analysis and Prioritization: UNT System Sourcing and HUB Team, Denton, TX
- Bearden, Paula (2022, September) Communication Styles: UNT System HR Leadership Retreat, Granbury, TX
- Bearden, Paula (2015, February) Transitioning Leadership Roles: Fears & Expectations. All Greek Leadership Conference, Texas A&M University, College Station, Texas
- Bearden, Paula (2013, November) What's Your Leadership Style: Conflict and Communication. El Centro Community College Rising Star Leadership workshop
- Bearden, Paula (2013, November) What's Your Leadership Style: Conflict and Communication. Pittsburg State University, Pittsburg, KS
- Bearden, Paula (2013, February) What's Your Leadership Style: Conflict and Communication. Big XII Conference on Black Student Leadership, Kansas State University, Manhattan, KS
- Bearden, Paula (2011, February) What's Your Leadership Style: Conflict and Communication. Big XII Conference on Black Student Leadership, Missouri University, Columbia, MO