


DeAndrea Davis, D.B.A, CFP[®]

An experienced and knowledgeable organizational behavior practitioner with 12 years of teaching experience in a university setting. Committed to creating an engaging curriculum and conducting quality classroom experiences. Adept at working with students to stretch and grow them in their academic careers.

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EDUCATION

University of Dallas (AACSB Accredited)

Dallas, TX • 2019 — 2022

Doctor of Business Administration
GPA: 3.9/4.0

***Dissertation:** The Dirty Workers Among Us: The Intervening Role of Job Crafting and the Moderating Role of Leader Member Exchange in the Evaluation of Self-Determination and Work Engagement.*

Committee Chair, Scott Wysong Ph.D.

Midwestern State University

Wichita Falls, TX • 2000 — 2002

Master of Business Administration
GPA: 3.6/4.0

Midwestern State University

Wichita Falls, TX • 1994 — 1997

Bachelor of Business Administration

ACADEMIC EXPERIENCE

Adjunct Professor, Midwestern State University

Wichita Falls, TX • August 2012 — Present

- Instruct undergraduate entrepreneurship courses. Provide course syllabi and answer student questions regarding standards, material, grading, and course progression.
- Provide real world exposure to students in consulting course bridging the gap between the classroom environment and practice.
- Provide course lectures utilizing PowerPoint and supplement learning by inviting subject matter/practitioners to classes throughout the semester.
- Function as a counselor/liaison for students seeking employment and/or who need connections to job opportunities.
- Avg. Evaluation Score: 4.75 out of 5.

RESEARCH IN PROGRESS

Davis, D.Y., Miller, R., Wysong, S. (2023). The Dirty Workers Among Us. Academy of Management Conference Proceeding Submission.

PROFESSIONAL EXPERIENCE

HR & Organizational Development Manager, United Regional Health Care Systems

Wichita Falls, Tx • July 2020 — Present

Spearhead new-hire experience, including design, development, onboarding, introduction to organizational culture, mission, purpose, values, and vision. Orchestrate biannual forums amongst the CEO and all employees to provide tactical updates and future direction while addressing employees' queries. Steer the "Difference Maker" program, to commend employees who have gone the extra mile for internal and external stakeholders. Liaise in the design, results, and focus groups of quarterly employee engagement. Promote leadership

development across the organization by planning, structuring, and offering courses on conflict management, Crucial Conversations, DiSC assessments, StrengthFinders, etc.

- Fortified employees' leadership skills by curating the first leadership curriculum for 175+ employees. Conceptualized and deployed a recognition program by leveraging magazines, videos, and websites to foster job significance and a sense of belonging.
- Ideated and executed strategic direction and organizational priorities for all levels of employees, centralizing retention strategies, succession planning, and career development.
- Presented gap and needs analysis results to the executive and senior staff while strategizing plans to fill gaps in congruence with strategic initiatives.

Director of Wealth Management, Northwestern Mutual

Wichita Falls, TX • January 2019 — July 2020

Helmed training and cross-training programs to maximize productivity and minimize down time. Augmented job satisfaction through the inclusion of a mentoring and career growth program. Strategized financial planning and investment management for high-net-worth clients.

- Uplifted job satisfaction among employees by encompassing a mentoring and career growth program in the training sessions.
- Traded and oversaw company's portfolio worth \$247M. Met and exceeded portfolio goals by assessing fund performance based on appropriate parameters and rebalancing portfolios.
- Increased sales by 120% by recognizing productivity bottlenecks and creating solutions to boost advisors' sales performance.

Director of Planning & Investments, Northwestern Mutual

Wichita Falls, TX • May 2014 — January 2019

Oversaw financial planning and investment management by coordinating with clients. Consulted high-net-worth individuals on investing and diversifying their portfolio to fulfill financial objectives and preserve existing wealth. Also consulted on tax-efficient strategies for successful generational wealth succession.

- Co-managed an investment portfolio worth \$200M+, while rebalancing portfolios to achieve predetermined goals and keeping track of fund performance in accordance with the defined metrics.
- Surpassed target sales goals by 15% by developing tax-efficient financial and investment plans for individuals.

Investment Operations Manager, Northwestern Mutual

Wichita Falls, TX • July 2012 — May 2014

Assisted clients in attaining their financial objectives by designing personalized investment plans. Evaluated clients' existing financial positions, including cashflow, insurance coverage, long-term care needs, tax status, and retirement savings. Upheld adherence to financial, regulatory, and educational requirements. Administered all trades, wires, and money movements for the organization. Briefed financial professionals on the advantageous or disadvantageous tax effects of trades for clients.

- Improved organization's workflow by developing and adopting innovative strategies and enhancing internal communications.

TEACHING INTEREST

F2F and online OB, HR, Strategy, and Entrepreneurship courses at both undergraduate and graduate levels.

**ACADEMIC
SERVICE**

- Reviewer, The 2023 Academy of Management Annual Conference
 - Reviewer, The 2021 Academy of Management Annual Conference
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SKILLS

Organizational Development, Curriculum Development, Meticulous, Research, Interpersonal, Writing , Research, Public Speaking, Constructive Feedback, Mentoring, Critical Analysis

**CURRENT
BOARD WORK**

- Work Services Corporation, Finance Committee Chair
- Midtown Manor, Member
- Fidelity Bank Advisory Board Member
- Air Education and Training Command Civic Leader