

CURRICULUM VITAE

MARIA GEORGIPOULOS MACKAVEY

EDUCATION:

- Ed.D., Boston University, Boston, MA.
Program in Leadership Studies and Managing Change.
- M.A., State University of New York, Albany, NY.
English with Principal Certification.
- B.A., State University of New York, Albany, NY.
English with Teaching Certification.
- Honors:** Fulbright Scholarship 1964-68.
Faculty-Student Scholarship, State University of New York, Albany, NY,
1964-68.
President's Opportunities Fund Grant, Lesley University, 1993.

ACADEMIC/TEACHING

EXPERIENCE:

- January 2005- Present HELLENIC COLLEGE, Brookline, MA
Professor and Director of Management & Leadership Program
- 1990-May 2005 LESLEY UNIVERSITY, Cambridge, MA.
Professor and Director of Human Resources Management Program,
School of Management(SOM)
- Designed a competency-based Human Resources Management Graduate Program.
 - Designed an Organizational Development Certificate Program.
 - Designed an Organizational Change Management Certificate Program.
 - Designed and taught course in doctoral program in Understanding Organizations; graduate and undergraduate courses in Human Resources Management and Organizational Behavior; graduate courses in Organizational Theory and Development; Special Topics in HRM; Strategic HR Planning; Marketing and Communications; Professional Development & Self-Assessment; advised doctoral students and Master's students; supervised practica.
 - Conducted program reviews.
 - Developed professional self-assessment component integral to all SOM Masters degree programs.
 - Formed partnership with Society for Human Resources Management (SHRM) and offered SHRM certificate course.
 - Managed budgets for HRM Program and Training and Development Masters Program reporting to me.

- Recruited and developed faculty.
- Participated as a member of the Leadership Team of SOM in leadership decisions.
- Supervised Program Director of Training and Development graduate program.
- Worked with local superintendents of schools to develop Superintendent and Principal Professional Development classes to meet new State re-certification requirements.
- Chaired Practicum Committee.
- Served on Curriculum Committee.

- May 1998 HARVARD UNIVERSITY, Cambridge, MA
- Developed and taught a course in Managing the Human Side of Technological Change (designed for Harvard University managers and supervisors)
- 1989-May
1990 BOSTON UNIVERSITY, Boston, MA
Psychology Department
Lecturer in Organizational Psychology Program.
- 1988-September
1990 NORTHEASTERN UNIVERSITY, Boston, MA
Graduate School of Business Administration
Lecturer
- 1988-1990 BOSTON UNIVERSITY, Boston, MA
School of Education
Doctoral Dissertation Advisor
- 1980-1985 BAY STATE COLLEGE, Boston, MA
Dean of Continuing Studies
- Developed and managed budget.
 - Recruited and developed faculty.
 - Developed curriculum.
 - Interviewed and advised students
- 1975-1980 BAY STATE COLLEGE, Boston, MA
Faculty
- Summers
1978 & 1979 AMERICAN INSTITUTE FOR FOREIGN STUDY (AIFS)
Athens, Greece
Instructor of Classical Greek art and theater

SERVICE:

SERVICE TO UNIVERSITY AND COLLEGE COMMUNITY:

- Chaired University Human Subjects Committee.
- Served on Advanced Graduate Council that oversees doctoral program.
- Served on Expressive Therapies PhD Committee.
- Served on University Grievance Committee.
- Served on Rank and Promotion Committee for 7 years.
- Served on 2002 NEASC Self-Study Committee.
- Served on University Academic Standards NEASC Accreditation Self-Study Task Force.
- Presented at 1997 and 1998 Fall Faculty Development Festival.
- Served on 1997 Provost Search Committee.
- Chaired Human Resources Director search.
- Collaborated with Career Services Office and Alumni Affairs Office to develop events for SOM alumni.
- Worked with SOM Dean, Development Office, and Office of Alumni Affairs to create an event around publication of my book for potential contributors to the Lesley University Capital Campaign.
- Developed marketing strategy with marketing dean and admissions staff for HRM Program.
- Participated in Open Houses and information meetings around the State for recruiting efforts.
- Chaired SOM Global Task Force.
- Served on Marketing Committee.

PROFESSIONAL SERVICE:

- Served as reviewer and presenter of National Decisions Sciences Institute (NEDSI) and for *The Journal of Management Education*.
- Served on New England Human Resources Association's (NEHRA) College Relations Committee.
- Worked with VP of New Ventures to develop partnership with AIM (Associated Industries of Massachusetts with 5000 company members).

PUBLIC SERVICE:

- Served on Advisory Board of St. Demetrios Greek Orthodox Church, Weston, MA, a major parish in the Greek Orthodox Archdiocese of New England.
- Taught a communications session in Parish Administration course annually at Holy Cross Greek Orthodox School of Theology.
- Elected President of GAWN (Greek American Women's Network) 1993.

CONSULTING EXPERIENCE:

December HELLENIC COLLEGE, Brookline, MA
 2003-Present Consultant and Program Developer

- Worked with President, Board Members, and Dean to develop Marketing/Business Plan for new undergraduate Management & Leadership Program.
- Developed Action Plan for phasing in Management & Leadership Program over the next 4 years.
- Worked with Dean, faculty and other administrators to develop curriculum for Management & Leadership Program.

November
2001-May
2002

LESLEY UNIVERSITY SCHOOL OF UNDERGRADUATE
STUDIES (SUS), Cambridge, MA
Coach and Consultant

- Conducted workshops and training sessions for faculty on designing General Education curriculum using learning outcomes.
- Coached Dean of SUS in gaining support from faculty for learning outcomes curriculum design.

May 1998-
2001

HARVARD BUSINESS SCHOOL, Baker Library, Cambridge, MA
Organizational Development Consultant and Coach

- Engaged in management team building,
- Conducted facilitator training workshops for selected staff and designed team building sessions for all staff.
- Coached Executive Director and Management Team in managing the effects of technological change in Baker Library.

1990-April
1992

WORLD WILDLIFE FUND, Washington, DC
Development Consultant in US for Greek WWF conservation efforts

1985-1987

INTERNATIONAL HUMAN RESOURCES CORPORATION
(IHRDC), Boston, MA
Human Resources Management Consultant

- Worked with managers and staff to create and implement key HRM systems for this rapidly growing international company supporting petroleum industry world-wide.

1976-1992

U.S. OFFICE OF PERSONNEL MANAGEMENT, Philadelphia, PA
Training and Development Consultant

- Developed and conducted training in executive and management development; supervisory development; administrative development; and communications throughout New England region.

PUBLICATIONS:

Book:

Mackavey, M.G. and Levin, R.J. Shared Purpose: Working Together to Create Strong Families and Productive Companies, AMACOM, 1998.

Work in Progress:

The Sweet seed of Red Pomegranate: Reflections on Grief .
Kinds of resistance in the workplace—a guide to managing it intelligently.

Articles:

Maxim, S. and Mackavey, M.G. (2005) “Best Practices regarding Grief and the Workplace.” *The Journal of American Academy of Business, Cambridge*, Vol. 6, Num.1, March 2005.

Buford, S. and Mackavey, M.G. (2003) “New Directions for Human Resources in 2002 and Beyond,” in *The Journal of American Academy of Business, Cambridge*, Volume 2, Number 2, March 2003.

Mackavey, M.G. (2000) "Alternate Ways to Conceptualize Change in Organizations" in *The Proceedings of the Conference on Organizational Discourse*, The Management Centre, King’s College, London, UK.

Mackavey, M.G., “Continuing, professional education means integrating work and learning” in *Banker & Tradesman Special Report*, August 18, 1997.

Mackavey, M.G., “Balancing Strong Families and High-Performance Firms,” in *Banker & Tradesman Special Report*, December 15, 1997, p.27.

Mackavey, M.G. (1993), "Balancing Work and Family: Reframing the Issues," *Greek-American Review*, July 1993, pp. 19-23.

Conference Papers and Proceedings:

Mackavey, M.G. (2005), “Using Professional Competencies to Guide Curriculum Development.” *Twelfth International Literacy Conference on Learning*, July 11, 2005, University of Granada, Spain.

Mackavey, M.G. (2004), “Practicing Ethics: Where’s the Action?” presented October 4 at *CUPA-HR National Conference*, Salt Lake City, Utah.

Mackavey, M.G. (2003), “Trends and Challenges for Managing Work in the 21st Century,” presented in June at the *1st International Conference on Business, Economics, Management and Marketing*, Athens, Greece.

Buford, S. and Mackavey, M.G. (December 2002), “New Directions for Human Resources in 2002 and Beyond,” presented at *The Economics & International Business Research Conference*, Miami, FL.

Buford, S. and Mackavey, M.G. (2002), “New Directions for Human Resources in 2002 and Beyond,” published in *The Proceedings of The Economics &*

International Business Research Conference, Miami, FL.

Mackavey, M.G., (November 2000), "Work and Family Balance," presented at the *Association of Collegiate Conference and Events Directors-International Annual Conference* at Salem State College, Salem, MA.

Mackavey, M.G., (July 2000), "Alternative Ways to Conceptualize Change in Organizations," presented at *The 4th International Conference On Organizational Discourse: Word-Views, Work-views and World-views Conference* at King's College, University of London, London, UK.

Mackavey, M.G. (April 2000), "Choice and Consequence: Striving for Everyday Balance," speaker at *Mix 98.5 Working Women's Workshop*, sponsored by WBZ-TV and *Boston Magazine*, Waltham, MA.

Mackavey, M.G.; Poirier, J.; Jette, R. (November 1999), "Using Professional Competencies to Build Curriculum: The Case of T&D and HRM Programs at the School of Management at Lesley University," at *CAEL 1999 International Conference*, Seattle, WA.

Mackavey, M.G. (April 1999), "Developing HR Competencies: The Key to Life Balance Programs," at *Striking a Balance Conference*, Pittsburgh, PA.

Mackavey, M.G., (May 1999), "Integrating Work and Family and the HR Competencies Needed to Manage This Change in the Workplace," 1999 *CUPA Eastern Region Conference*, Baltimore, MD.

Mackavey, M.G. (April 1999), "Developing the HR Competencies to link Work Family in Your Organization," one-day workshop at *Southern New England CUPA Conference*, Springfield, MA.

Mackavey, M.G., (October 6, 1998), "Shared Purpose: The Integration of Work & Family," *CUPA National 1998 Conference*, Indianapolis, IN.

Mackavey, M.G. (December 1997), "Creative Compensations & Incentives for Growing Companies," panelist for *Smaller Business Association of New England (SBANE)*, Waltham MA.

Mackavey, M.G. (March, 1995), "Prayer and Creativity," paper and workshop presented at Lesley University *Institute on Women's Spirituality and Creativity*, Cambridge, MA.

Mackavey, M.G. (November 1994), "Learning about Change through Narrative Form," paper presented at *The Learning Company Conference*,

Andover, MA.

Mackavey, M.G. (November 1994), "Balancing Work and Family," 1994 National Annual Meeting of the *Decision Sciences Institute*, Honolulu, Hawaii.

Mackavey, M.G. (October 1994), "Impenetrable Hearts: Examining Resistance," presented at the *National Organization Development Network* Conference, Baltimore, MD.

Mackavey, M.G. (June 1994) "Managing Diversity in Healthcare," 1994 Conference on *Society and Healthcare* at Salem State College, Salem, MA.

Keynote Speaker, (May 1993), "Reframing Work and Family," the 2nd National Conference of *Greek-American Women's Network*, UN Plaza Hotel, New York, NY.

Keynote Speaker (February 1992), "How the ancient Greeks' search for the 'good' society can help us today as we face critical choices in a complex and increasingly fragile world," *Hellenic Ideals Award* ceremony, Transylvania University, Lexington, KY.

Selected Papers and Presentations:

Mackavey, M.G. (April 2001), "Linking Work and Family: Lessons and Challenges," presented to student association at Harvard University Law School, Cambridge, MA.

Mackavey, M.G. (March 2001), "Emerging Organizational Design Models and Future Work Trends," presented to the Law and Management Schools at the New Lisbon University, Lisbon, Portugal.

Mackavey, M.G. (May 1999), "How to Assess Scholarship and Promotion in Non-traditional Academic Institutions: the Lesley College Model," presentation to faculty of Daniel Webster College, Nashua, NH.

Mackavey, M.G. and Levin, R.J. (December 1998), discussants at a Public Forum On Work and Family hosted by Temple Emmanuel, Newton, MA.

Jette, R. and Mackavey, M.G., (September 1998), "Using Professional Competencies to Build Curriculum: The Case of T&D and HRM Programs at the School of Management." Lesley University Fall Faculty Development Festival.

Mackavey, M.G., (May 28, 1998), "Writing and Getting Published," Faculty Development Day, a Panel chaired by Judith Beth Cohen, Lesley University, Cambridge, MA.

Mackavey, M.G., (May 31, 1998), "Good Worker or Good Parent: Must we choose?" presentation to Helicon Society, sponsors lectures for people of Greek descent and Phil-Hellenes at The Greek Institute, Cambridge, MA.

Mackavey, M.G., Levin, R., and Swartz, J. (April 1998), "Integrating Work and Family: The Timberland Company—A Case in Point." Lesley University School of Management Alumni Event, Waltham, MA.

Mackavey, M.G. (March 1998), "Shared Purpose: The Re-integration of Work and Family in Organizations," Chatham College, Pittsburgh, PA.

Mackavey, M.G., Levin, Richard, and Johnson Vivian (September 1997), presented the main themes of our book, *Shared Purpose*. Faculty Development Day, Lesley University, Cambridge, MA.

Mackavey, M.G. (March 1997), "Re-assessing Work and Family in Corporate America," Greater Fall River Human Resources Council, Fall River, MA.

Mackavey, M.G. (April, 1995), "Managing Change in Organizations," presented two half-day workshops for Mass *CUE* Spring Retreat, Falmouth, MA.

Mackavey, M.G. (March, 1995), "Time Management," teachers' in-service workshop, Leap School, Lexington, MA.

Mackavey, M.G. (November 1991), "Gender Bias" at Harvard Medical School, Dean's Standing Committee on the Status of Women, Boston, MA.

Keynote Speaker (June 1990), "The Changing Role of Professionals," Graduation Ceremony, Masters of Science graduates from Organizational Psychology Program, Boston University, Boston, MA.

Guest Speaker (June 1990), "Resolving Ethical Issues in Consulting," Radcliffe College, Cambridge, MA.

LANGUAGES:

Fluent in Greek, English, and French; working knowledge of German and Italian.